

WOMEN AND MINORITIES IN CALIFORNIA PUBLIC POSTSECONDARY EDUCATION

*Their Employment,
Classification, and
Compensation 1975-1985*

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CALIFORNIA POSTSECONDARY
EDUCATION COMMISSION



Summary

This document, which the Commission adopted on February 2, 1987, responds to Assembly Bill 605 (Hughes, 1985) that directs it to report biennially on the employment, classification, and compensation of ethnic minorities and women in the University of California, the California State University, and the California Community Colleges. Part One of the report on pages 3-17 contains the Commission's comments on affirmative action data submitted by these three segments since 1977. Parts Two through Four on pages 19-116 consist of reports by each of the segments on their affirmative action activities during the past two years.

On pages 11 and 14, the Commission offers these six conclusions on trends since 1977:

- 1 White women have enhanced their number and relative proportion in both faculty and administrative categories between 1977 and 1985, while the proportion of white males in both categories has decreased. However, white males continue to dominate numerically in both categories.
- 2 Among ethnic minorities, the greatest proportional increases have occurred among Asian male tenured faculty.
- 3 As a proportion of tenured faculty, ethnic minorities have made their greatest increases in the Community Colleges and their least in the University of California, while women have made their greatest increases in the University and least in the State University.
- 4 Between 1977 and 1985, the number of tenure-track faculty in the University of California decreased by 455, or 29.9 percent, while underrepresented minorities among these faculty decreased by 63, or 42.9 percent. Tenure-track faculty in the State University declined by 127, or 7.7 percent, while underrepresented minorities declined by 87, or 41.4 percent. Community Colleges had the greatest loss—a decline of 798, or 46.8 percent, including 175 underrepresented minorities, or 63.6 percent. This represents a serious decline in the short-run of the pool of underrepresented minorities most likely to be chosen for tenured positions.
- 5 The segments have increased the gender and ethnic diversity of their administrators as a whole to a much greater extent than that of their faculty, which has changed only minimally in the past eight years.
- 6 Each of the segments has created programs for recruiting, upgrading, promoting, and retaining women and minority faculty members and staff. Nonetheless, progress in enhancing diversification has been slow, and women, Blacks, and Hispanics remain seriously underrepresented among both faculty and administrators in all three segments.

This report, which is basically descriptive in nature, represents one phase of the Commission's work to insure that the faculty and staff of California's colleges and universities include more women and minorities. Later in 1987, the Commission will publish the report of a task force of State higher education leaders organized by its Statutory Advisory Committee that will contain recommendations for State action to this end. Further information about both this present document and the planned report may be obtained from Horace F. Crandell of the Commission staff at (916) 322-8002.

WOMEN AND MINORITIES IN CALIFORNIA PUBLIC POSTSECONDARY EDUCATION

Their Employment, Classification,
and Compensation, 1975-1985

*The Fourth in the Commission's Series of Biennial Reports
on Equal Employment Opportunity in California's
Public Colleges and Universities*

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
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COMMISSION REPORT 87-2
PUBLISHED FEBRUARY 1987

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Introduction

THE California Postsecondary Education Commission has prepared this report in compliance with *Education Code* Section 66903.1 (AB 605, Hughes, 1985), which is reproduced in Appendix A and which directs the Commission to report biennially on the employment, classification, and compensation of ethnic minorities and women in the three public segments of California postsecondary education for the reason that "underrepresentation of ethnic minorities and women persists within certain areas of employment at the California State University and the University of California" and "the Legislature and Governor must be better informed of specific results of affirmative action hiring programs of the California State University, the University of California, and the public community colleges."

This report is the fourth in the Commission's biennial series responding to Assembly Bill 605 and follows previous reports that it published in 1981, 1983, and 1985.

Contents of the report

Assembly Bill 605 requests all three segments to provide the Commission with biennial narrative evaluations that address three topics:

1. Patterns of underutilization of women and minority employees, compared to their availability among different job categories.
2. Specific results of affirmative action programs in reducing the underutilization of women and minorities, and
3. Evaluations of the strengths and inadequacies of current affirmative action programs.

This report reproduces the three segments' narrative evaluations in their entirety as Parts Two, Three, and Four. Part One offers Commission comments on data submitted by the segments since 1977.

The narrative evaluations from the segments focus on the last two years, but a two-year period is insufficient for marked changes in the composition of any employment category to occur. Small changes dur-

ing successive two-year periods may become significant over longer intervals, however, and for this reason, the Commission seeks in Part One to provide a broader picture of changes over a longer span of time.

Submission of data

The Postsecondary Education Commission publishes this report using information collected biennially by Commission staff from the three segments on behalf of the federal Equal Employment Opportunity Commission, supplemented by four Postsecondary Education Commission surveys.

During the first years of data collection, the Equal Employment Opportunity Commission used varying definitions and instructions for the requested data, and the segments employed varying interpretations of them. Thus for consistency, the Commission uses either 1977 or 1979 as the base year for trend analyses in this report, although data for 1975 may be found in this and previous reports in the series.

Data from the three segments for this report were due November 30, 1985, with narrative evaluations due on March 14, 1986. The California State University met both of these due dates. The University of California completed the submission of its data in late August and its narrative evaluation in late September. By late September, Commission staff had also received a narrative evaluation from the Chancellor of the California Community Colleges.

Despite its lack of expeditious response, the University of California is to be commended for enhancements in its current report. It expended much effort to develop data acceptable to both the Equal Employment Opportunity Commission and the Postsecondary Education Commission, and its computerized data submission will be a cost-effective model not only for California institutions but the nation at large.

Finally, all three segments adopted a common employee-specific data reporting system that they will use in future reports to the Commission.

Context of affirmative action

To set in context the past eight years of faculty and staff affirmative action in California's public colleges and universities, three questions require answers

- 1 How has the clientele of these institutions changed?
- 2 How has their supply of personnel changed?
- 3 And what are their employment prospects for the near future?

Changes in clientele

During the eight-year period from 1977 through 1985, the percent of women and ethnic minorities enrolled in California's public colleges and universities increased in all three segments, as shown in

Display 1 below and Display 2 on page 4

The percentage of women students increased at the University of California from 43.2 to 47.4 percent, at the California State University, from 48.9 to 52.7, and at the Community Colleges, from 52.6 to 55.6

Among students who reported their ethnicity, the percentage of minorities increased at the University from 20.7 to 29.8 percent, at the State University, from 23.4 to 29.8, and at the Community Colleges, from 26.7 to 33.6. These increases were due primarily to increased proportions of Asian students, while the proportion of total enrollment of Black students decreased at the Community colleges and the State University and remained constant at the University

Changes in the supply of personnel

The National Research Council reports that the number of doctorates awarded since 1977 has remained relatively constant, around a mean of

DISPLAY 1 *Opening Fall Enrollment of Men and Women in California's Three Segments of Public Higher Education, 1977 and 1985*

<u>Segment</u>	<u>Men</u>		<u>Women</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
University of California				
1977	71,858	56.8%	54,647	43.2%
1985	77,855	52.6	70,100	47.4
Amount Change	+5,997	-4.2	+15,453	+4.2
The California State University				
1977	159,598	51.1	152,780	48.9
1985	153,432	47.3	171,194	52.7
Amount Change	-6,166	-3.8	+18,414	+3.8
California Community Colleges				
1977	531,127	47.4	589,393	52.6
1985	494,332	44.4	619,732	55.6
Amount Change	-36,795	-3.0	+30,339	+3.0

Source: California Postsecondary Education Commission

DISPLAY 2 *Ethnicity of All Students Reporting their Ethnicity in California's Three Segments of Public Higher Education, 1977 and 1985*

Segment	White		Black		Hispanic		Asian, Pacific		American		Total
	Non-Hispanic		Non-Hispanic				Islander		Indian		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
University of California											
1977	84,591	79 3%	4,500	4 2%	5,882	5 5%	11,161	10 5%	582	0 5%	106,716
1985	93,253	70 2	5,608	4 2	10,082	7 6	23,084	17 4	795	0 6	132,822
Change	+8,662	-9 1	+1,108	0 0	+4,200	+2 1	+11,923	+6 9	+213	+0 1	+26,106
The California State University											
1977	161,468	76 6	14,407	6 8	16,270	7 7	16,135	7 7	2,618	1 2	210,898
1985	205,175	70 2	16,900	5 8	28,130	9 6	38,345	13 1	3,617	1 2	292,161
Change	+43,707	-6 4	+2,493	-1 0	+11,860	+1 9	+22,210	+5 4	+999	0 0	+81,269
California Community Colleges											
1977	656,382	73 3	89,272	10 0	88,761	9 9	47,439	5 3	13,227	1 5	895,081
1985	661,673	66 4	76,632	7 7	133,328	13 4	110,859	11 1	13,951	1 4	996,443
Change	+5,291	-6 9	-12,640	-2 3	+44,567	+3 5	+63,420	+5 8	+724	-0 1	+101,362

Source: California Postsecondary Education Commission

31,200. The number of women earning doctorates has increased, however, while that of men has decreased. According to the Council (1986, p. 1), "women have increased their share by one-third since 1977, earning 10,660 doctorates in 1984, or 34 percent of the total number conferred. The number of male doctorates has declined by 14 percent since 1977, with men receiving 20,593 Ph D's, or 66 percent in 1984."

All minority groups have increased their percentage of doctorates slightly over the eight-year period - from a total of 10.1 percent in 1977 to 11.2 in 1984, while whites have declined. However, women and most minorities continue to receive the greatest proportions of their degrees in education, psychology, languages, and literature rather than in the high-demand areas of engineering, computer science, and mathematics. In fact, education and the social sciences have been the two most rapid growth academic areas for women and minority doctoral recipients, with the exception among minorities of Asian students, who tend to choose the physical sciences, life sciences, and engineering. During 1984-85, the nation's 300 or more research universities that com-

pete for new Ph D. junior faculty and post-doctoral fellows found that among them only three Black and three Hispanic students received Ph D's in computer science that year, compared to 20 Asian and 162 white students. The disparity in numbers was even greater in engineering, where 1,157 white and 250 Asian students earned Ph D's, in contrast to only 34 Hispanic and 15 Black students. Moreover, only 37.5 percent of the nation's 1984 doctoral recipients indicated they intended to enter teaching, and 52 percent of those in engineering and 48 percent in the physical sciences had commitments to employment in business and industry. This has chilling implications for the "window of opportunity" that is opening for new members of the professoriate as academic employment prospects begin to improve.

Employment prospects

For two reasons, California's public colleges and universities will need many new staff over the next decade.

- Although college and university enrollments nationally are expected to decline slightly during the next ten years, in California both the University and State University anticipate continued growth. And by the end of the ten years, national as well as California enrollments are expected to increase dramatically. More faculty will be needed to meet this increase, but since the median time lapse from receipt of the B.A. to Ph.D. is 10 years, these potential faculty must be currently enrolled in college.
- In addition, California and the nation face increased demand for replacing the particularly large number of faculty members who are nearing retirement after serving since the 1960s (Bowen and Schuster, 1986, p. 38). The University reports that it will need to fill nearly 6,000 faculty vacancies between now and the end of the century, while the State University anticipates a need for 8,000.

In sum, a "window of opportunity" for diversifying the faculty is opening at California's public universities. In 1985, 30.3 percent of the tenured faculty at the University of California were 56 or older, and the faculty's mean retirement age was 63.4. At the State University, 29.1 percent were 56 or over, and the average retirement age was 61.3. Over the next several years, an unusually large proportion of faculty members will reach their early sixties. Moreover, although the new federal law uncapping the mandatory age of 70 for retirement will apply to tenured faculty in 1994, few faculty are likely to continue teaching until age 70. Thus, both universities will have the opportunity of replacing nearly a third of their faculty by the year 2000.

Some needed faculty may be recruited from among "re-entry" women who return to college to complete degree programs, but the "window of opportunity" will be only marginally open for young women and minority students without significant efforts to encourage today's high school and college students to consider and choose professorial careers that require 10 to 15 years of academic preparation. The Regents of the University of California and the Trustees of the California State University have been made aware of the "window of opportunity", and to help meet it, both universities have launched programs to stimulate interest in faculty careers among their undergraduate and graduate students, and they are using their high school outreach programs to encourage young women and minority students not

only to attend college but consider teaching careers. Parts Two and Three of this report describe several of these programs.

Early in 1987, the Board of Governors of the California Community Colleges will receive a report and recommendations on Community College affirmative action, based on a detailed computer data base on faculty and staff developed by the Chancellery. However, California's Community Colleges are facing different hiring circumstances than its two public universities. As their enrollments declined in recent years, the number of their faculty decreased. Now, in addition to a lack of need for new faculty, only 24.4 percent of their tenured faculty are age 56 or over. As of 1985, these faculty averaged only 49.1 years of age and administrators averaged only 48.3 (Displays 3 and 4 below) -- thereby affording less opportunity than in the State's universities for replacing many retirees.

DISPLAY 3 Age of Tenured Faculty, Fall 1985

<u>Segment</u>	<u>56 and Over</u>		<u>Average Age</u>
	<u>Percent</u>	<u>Number</u>	
University of California	30.3%	1,883	50.4
The California State University	29.1	2,652	50.5
California Community Colleges	24.4	3,261	49.1

Source: California Postsecondary Education Commission

DISPLAY 4 Age of Executive, Administrative, and Managerial Staff, Fall 1985

<u>Segment</u>	<u>56 and Over</u>		<u>Average Age</u>
	<u>Percent</u>	<u>Number</u>	
University of California	18.1%	391	45.9
The California State University	17.5	408	46.1
California Community Colleges	21.5	507	48.3

Source: California Postsecondary Education Commission

Changes in faculty and administration

The affirmative action programs of the segments that are described in Parts Two through Four of this report are perceived to have produced increased, but uneven, representation of women and minorities among faculty and administrators. Although women have made gains, their increased representation has been primarily among white rather than minority women. Among minorities, increased representation has been due primarily to growth in the proportion of Asians. Other minorities remain severely underrepresented. As Bowen and Schuster noted from their national study (1986, p. 69), "The minority groups combined constitute 20 to 25 percent of the American people, but they probably occupy not more than 8 to 10 percent of academic positions, and this number is strongly influenced by the relatively heavy participation of Asian minorities without whom the minority showing would be even more depressing."

Results at the University of California

Based on the data in Display 5 on the opposite page, the University has made progress in increasing its proportions of women and minorities in administrative positions. The University has achieved far less success in diversifying its faculty. Of particular concern is the minimal growth and even decline in the representation of Blacks among the several employment categories.

Women faculty Within faculty classifications at the University of California, the proportion of tenured positions held by women increased by 3.9 percentage points -- to 10.6 percent -- between 1977 and 1985 (Display 6, pages 8-9). White women, however, accounted for 3.4 of these 3.9 percentage points, while Black and American Indian women made no gains. Among tenure-track faculty, white women accounted for 5.2 percentage points of women's total gain of 6.2 points. Among "other" faculty, the positive shift of 6.7 percentage points in the proportion of women included an increase of 5.5 points by white women. In short, over the eight-year period, the increased proportion of faculty positions held by minority women at the University has been negligible.

Minority faculty The University's proportion of minority faculty, other than Asian faculty, has changed very little. In the tenured ranks, minority faculty

increased by 2.4 percentage points to 10.1 percent of the total, with Asian faculty accounting for 1.2, or half, of these percentage points. Among tenure-track faculty, the proportion of Asian faculty increased by 3.2 percentage points, but that of all other minority groups decreased. Among "other" faculty, the proportion of Asian faculty increased by 2.2 percentage points while that of Black and American Indian faculty decreased. If the gains made by Asians are not counted, the proportion of faculty positions held by minorities in the two non-tenured faculty categories has decreased.

Women and minority administrators Between 1977 and 1985, the proportions of administrative positions held by women and ethnic minorities increased. Women gained 14.1 percentage points to 42.8 percent. White women, with 9.5 percentage points led the increase, but women in each ethnic group made gains. The representation of minorities increased, by 4.3 percentage points, to 14.4 percent of all administrative appointments.

Unfortunately, the level of administrative positions held by women and minorities is not discernable, due to the current method of reporting data. However, a new data reporting system developed by the Commission and the segments will provide more detail about employment and compensation levels for future reports in this series.

Results at the California State University

Women faculty The proportion of faculty positions held by women increased in each of the State University's three faculty categories as shown in Displays 7 and 8 on pages 10 and 12-13. In 1985, 19.4 percent of the tenured faculty positions were held by women -- an increase of 2.3 percentage points in eight years. Of this gain, white women accounted for 1.5 points. The proportion of women holding appointments among tenure-track faculty increased by 2.9 percentage points, to 33.5 percent. However, the representation of Black, Hispanic, and American Indian women decreased, while white women increased by 4.8 percentage points. Among "other" faculty, women ended the eight-year period with a gain of 7.5 percentage points, but while the proportion of positions held by white women increased by 7.7 points, that held by Hispanic women decreased by 1.5 points.

DISPLAY 5 *Number and Percent of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity at the University of California, Fall 1977 and Fall 1985*

Occupational Activity		1977		1985		1977-1985	
		Number	Percent	Number	Percent	Number	Percent Change
Tenured Faculty		5,144	100 0%	6,045	100 0%		
White	Male	4,431	86 1	4,859	80 4	+ 428	-5 7%
	Female	313	6 1	574	9 5	+ 261	+ 3 4
Black	Male	59	1 1	89	1 5	+ 30	+ 0 4
	Female	8	0 2	14	0 2	+ 6	0 0
Hispanic	Male	83	1 6	132	2 2	+ 49	+ 0 6
	Female	11	0 2	22	0 4	+ 11	+ 0 2
Asian	Male	216	4 2	307	5 1	+ 91	+ 0 9
	Female	10	0 2	31	0 5	+ 21	+ 0 3
Indian	Male	12	0 2	14	0 2	+ 2	0 0
	Female	1	0 0	3	0 0	+ 2	0 0
Tenure-Track Faculty		1,521	100 0%	1,066	100 0%		
White	Male	1,009	66 3	636	59 7	-373	-6 6
	Female	288	18 9	257	24 1	-31	+ 5 2
Black	Male	43	2 8	14	1 3	-29	-1 5
	Female	15	1 0	14	1 3	-1	+ 0 3
Hispanic	Male	63	4 1	36	3 4	-27	-0 7
	Female	15	1 0	17	1 6	+ 2	+ 0 6
Asian	Male	59	3 9	73	6 8	+ 14	+ 2 9
	Female	18	1 2	16	1 5	-2	+ 0 3
Indian	Male	7	0 5	2	0 2	-5	-0 3
	Female	4	0 3	1	0 1	-3	0 2
Other Faculty		6,674	100 0%	5,622	100 0%		
White	Male	4,329	64 9	3,225	57 4	-1,104	-7 5
	Female	1,424	21 3	1,509	26 8	+ 85	+ 5 5
Black	Male	81	1 2	39	0 7	-42	-0 5
	Female	69	1 0	59	1 0	-10	0 0
Hispanic	Male	113	1 7	113	2 0	0	+ 0 3
	Female	43	0 6	50	0 9	+ 7	+ 0 3
Asian	Male	433	6 5	438	7 8	+ 5	+ 1 3
	Female	148	2 2	172	3 1	+ 24	+ 0 9
Indian	Male	24	0 4	9	0 2	-15	-0 2
	Female	10	0 1	8	0 1	-2	0 0
Executive/Administrative/Managerial		1,562	100 0%	2,055	100 0%		
White	Male	997	63 8	1,027	50 0	+ 30	-13 8
	Female	408	26 1	732	35 6	+ 324	+ 9 5
Black	Male	63	4 0	68	3 3	+ 5	-0 7
	Female	26	1 7	72	3 5	+ 46	+ 1 8
Hispanic	Male	30	1 9	44	2 1	+ 14	+ 0 2
	Female	6	0 4	33	1 6	+ 27	+ 1 2
Asian	Male	23	1 5	32	1 6	+ 9	+ 0 1
	Female	7	0 5	35	1 7	+ 28	+ 1 2
Indian	Male	2	0 1	4	0 2	+ 2	+ 0 1
	Female	0	0 0	8	0 4	+ 8	+ 0 4

Source: California Postsecondary Education Commission

DISPLAY 6 *Percent (and Number) of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity Among New Hires, Promotions, and Separations at the University of California, Fall 1977-1979 and Fall 1983-1985*

1977 1979

Occupational Activity		1977 % of Category	% New Hires	% Promotions	% Separations	1979 % of Category	Percentage 1977-79 Change
Tenured Faculty		(5,144) 100%	(325) 100%	(743) 100%	(367) 100%	(5,387) 100%	
White	Male	86.1	74.2	80.6	88.3	84.4	-1.7
	Female	6.1	13.2	12.2	6.5	6.8	+0.7
Black	Male	1.1	0.6	1.1	0.5	1.3	+0.2
	Female	0.2	0.3	0.3	0.3	0.2	-
Hispanic	Male	1.6	2.5	2.0	1.1	2.0	+0.4
	Female	0.2	0.6	0.3	0.5	0.2	--
Asian	Male	4.2	7.4	2.8	2.7	4.5	+0.3
	Female	0.2	0.6	0.3	0.0	0.3	+0.1
Indian	Male	0.2	0.3	0.4	0.0	0.3	-0.1
	Female	0.0	0.3	0.0	0.0	0.0	0.0
Non-Tenure on-Track		(1,521) 100%	(531) 100%	n/a	(355) 100%	(1,367) 100%	
White	Male	66.3	62.5	--	67.6	63.9	-0.6
	Female	18.9	22.6	--	19.2	21.2	-2.3
Black	Male	2.8	2.6	--	3.4	2.7	-0.1
	Female	1.0	0.9	--	1.7	1.1	+0.1
Hispanic	Male	4.1	3.0	--	2.8	3.4	-0.7
	Female	1.0	0.8	--	0.8	0.9	0.1
Asian	Male	3.9	4.7	--	2.8	4.3	+0.4
	Female	1.2	2.3	--	1.4	1.9	+0.7
Indian	Male	0.5	0.2	--	0.3	0.3	-0.2
	Female	0.3	0.4	--	--	0.2	-0.1
Other Faculty		(6,674) 100%	(813) 100%	(237) 100%	(776) 100%	(6,745) 100%	
White	Male	64.9	60.6	44.3	62.2	62.0	-2.9
	Female	21.3	24.1	42.6	22.8	23.2	-1.9
Black	Male	1.2	0.5	1.7	0.1	1.1	-0.1
	Female	1.0	0.5	0.8	1.3	1.1	+0.1
Hispanic	Male	1.7	3.4	1.3	3.6	2.3	-0.6
	Female	0.6	1.2	0.8	0.8	0.7	+0.1
Asian	Male	6.5	6.5	5.1	7.3	6.8	-0.3
	Female	2.2	3.0	3.0	1.7	2.5	+0.3
Indian	Male	0.4	0.0	0.0	0.0	0.2	-0.2
	Female	0.1	0.1	0.4	0.1	0.1	0.0
Executive/Administrative/ Managerial		(1,562) 100%	(229) 100%	(409) 100%	(333) 100%	(1,707) 100%	
White	Male	63.8	52.8	36.4	55.3	58.3	-5.5
	Female	26.1	28.4	46.5	33.6	29.8	-3.7
Black	Male	4.0	4.8	4.9	4.2	4.3	-0.3
	Female	1.7	4.4	3.2	0.9	1.6	-0.1
Hispanic	Male	1.9	1.3	4.2	1.5	1.9	0.0
	Female	0.4	1.3	2.0	1.8	0.8	-0.4
Asian	Male	1.5	3.5	1.0	1.5	1.7	-0.2
	Female	0.5	2.6	1.5	1.2	0.9	-0.4
Indian	Male	0.1	0.4	0.2	0.0	0.5	-0.4
	Female	0.0	0.4	0.2	0.0	0.1	+0.1

Source: California Postsecondary Education Commission

1983-1985

<u>1983 % of Category</u>	<u>% New Hires</u>	<u>% Promotions</u>	<u>% Separations</u>	<u>1985 % of Category</u>	<u>1983-85 Percentage Change</u>	<u>1977-1985 Percentage Change</u>
(5,809)	(167)	(468)	(168)	(6,045)		
100%	100%	100%	100%	100%		
81.9	71.3	69.4	80.4	80.4	-1.5	-5.7
8.6	11.4	18.2	10.1	9.5	+0.9	+3.4
1.4	0.6	2.6	2.4	1.5	+0.1	-0.4
0.2	0.6	0.0	0.0	0.2	0.0	0.0
2.2	3.6	3.4	3.0	2.2	0.0	+0.6
0.3	1.2	0.6	0.6	0.4	+0.1	+0.2
4.7	9.6	4.3	3.0	5.1	+0.4	-0.9
0.5	1.8	1.1	0.6	0.5	0.0	-0.3
0.2	0.0	0.2	0.0	0.2	0.0	0.0
0.1	0.0	0.2	0.0	0.0	-0.1	0.0
(1,104)	(265)		(101)	(1,066)		
100%	100%	n/a	100%	100%		
62.5	52.1	--	60.4	59.7	-2.8	-6.6
22.6	28.3	--	18.8	24.1	+1.5	-5.2
1.7	1.5	--	5.0	1.3	-0.4	-1.5
1.2	1.1	--	1.0	1.3	+0.1	+0.3
3.4	3.0	--	5.0	3.4	0.0	-0.7
1.0	2.3	--	0.0	1.6	+0.6	+0.6
5.9	9.1	--	6.9	6.8	+0.9	+2.9
1.4	2.3	--	3.0	1.5	+0.1	-0.3
0.2	0.4	--	0.0	0.2	0.0	-0.3
0.0	0.0	--	0.0	0.1	+0.1	-0.2
(5,357)	(1,305)	(309)	(1,340)	(5,622)		
100%	100%	100%	100%	100%		
57.6	55.9	57.0	56.0	57.4	-0.2	-7.5
26.5	24.4	31.4	22.9	26.8	-0.3	+5.5
0.8	0.5	0.6	0.9	0.7	-0.1	-0.5
1.1	0.7	1.3	0.7	1.0	-0.1	0.0
2.2	2.6	1.6	2.3	2.0	-0.2	+0.3
0.7	1.0	1.3	0.7	0.9	+0.2	+0.3
8.1	12.0	4.5	13.6	7.8	-0.3	+1.3
2.7	2.7	1.9	2.8	3.1	+0.4	+0.9
0.1	0.2	0.3	0.1	0.2	+0.1	-0.2
0.2	0.0	0.0	0.1	0.1	-0.1	0.0
(1,888)	(251)	(429)	(263)	(2,055)		
100%	100%	100%	100%	100%		
51.8	49.0	38.9	46.4	50.0	-1.8	-13.8
34.2	35.9	44.8	40.3	35.6	+1.4	+9.5
3.5	3.6	3.3	2.7	3.3	-0.2	-0.7
3.0	3.6	4.9	3.4	3.5	+0.5	-1.8
2.1	2.4	1.9	1.1	2.1	0.0	-0.2
1.5	0.8	1.9	1.1	1.6	+0.1	+1.2
1.9	3.2	0.9	3.0	1.6	-0.3	+0.1
1.5	0.4	2.3	1.1	1.7	+0.2	-1.2
0.2	0.8	0.2	0.8	0.2	0.0	+0.1
0.3	0.4	0.9	0.0	0.4	+0.1	+0.4

DISPLAY 7 *Number and Percent of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity at the California State University, Fall 1977 and Fall 1985*

<u>Category</u>		<u>1977</u>		<u>1985</u>		<u>1977-1985</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent Change</u>
Tenured Faculty		8,949	100 0%	8,963	100 0%		
White	Male	6,717	75 1	6,351	70 9	-366	-4 2%
	Female	1,407	15 7	1,542	17 2	+135	+1 5
Black	Male	133	1 5	160	1 8	+27	+0 3
	Female	49	0 5	60	0 7	+11	+0 2
Hispanic	Male	148	1 6	220	2 5	+72	+0 9
	Female	27	0 3	52	0 6	+25	+0 3
Asian	Male	386	4 3	463	5 2	+77	+0 9
	Female	55	0 6	76	0 8	+21	+0 2
Indian	Male	24	0 3	31	0 3	+7	0 0
	Female	3	0 0	8	0 1	+5	+0 1
Tenure-Track Faculty		1,643	100 0%	1,516	100 0%		
White	Male	955	58 1	805	53 1	-150	-5 0
	Female	388	23 6	431	28 4	+43	+4 8
Black	Male	57	3 5	24	1 6	-33	-1 9
	Female	41	2 5	19	1 3	-22	-1 2
Hispanic	Male	66	4 0	46	3 0	20	-1 0
	Female	31	1 9	26	1 7	-5	-0 2
Asian	Male	66	4 0	128	8 4	+62	+4 4
	Female	24	1 5	29	1 9	+5	+0 4
Indian	Male	10	0 6	5	0 3	+5	-0 3
	Female	5	0 3	3	0 2	-2	-0 1
Other Faculty		1,370	100 0%	1,355	100 0%		
White	Male	743	54 2	668	49 3	-75	-4 9
	Female	387	28 2	486	35 9	+99	+7 7
Black	Male	33	2 4	21	1 5	-12	-0 9
	Female	15	1 1	17	1 3	+2	+0 2
Hispanic	Male	72	5 3	35	2 6	-37	-2 7
	Female	36	2 6	15	1 1	-21	-1 5
Asian	Male	55	4 0	77	5 7	+22	+1 7
	Female	15	1 1	28	2 1	+13	+1 0
Indian	Male	12	0 9	5	0 4	-7	-0 5
	Female	2	0 1	3	0 2	+1	+0 1
Executive/Administrative/Managerial							
White	Male						
	Female						
Black	Male						
	Female						
Hispanic	Male						
	Female						
Asian	Male						
	Female						
Indian	Male						
	Female						

Comparable Data Not Available

Source California Postsecondary Education Commission

Minority faculty The proportion of tenured faculty positions held by minorities at the State University increased for all minority groups by a total of 2.9 percentage points to 11.9 percent, but among tenure-track faculty their 0.1 percentage-point gain was insignificant. Among "other" faculty, they decreased their proportion by 2.6 points. Black and Hispanic faculty decreased their proportion in both non-tenured categories, while Asian faculty increased theirs -- by 4.8 percentage points among tenure-track faculty, and by 2.7 points among "other" faculty.

Women and minority administrators Comparable data regarding State University administrators is not available between 1977 and 1985 due to changes made by the State University in its definitions of personnel in this category.

Results at the California Community Colleges

During the eight-year period, the enrollments and staff of California's Community Colleges decreased. By 1985, the Community Colleges employed 3,101 fewer full-time faculty and 160 fewer administrators than in 1977. The composition of their faculty and administrative staffs differed from the other segments as well (Displays 9 and 10, pages 15-17).

Women faculty While the proportion of women faculty increased in the Community Colleges' tenured and "other" faculty categories, it decreased among tenure-track faculty by 3.6 percentage points. Women increased as a proportion of tenured faculty by 2.4 percentage points, to 32.6 percent, and as a proportion of "other" faculty by 20.9 percentage points, despite the fact that the numbers of both men and women of all ethnic groups declined. Indeed, among "other" faculty, white women increased their proportion by 18.2 points to 48.8 percent -- thereby surpassing the proportion of white males.

Minority faculty Ethnic minorities increased as a proportion of Community College tenured faculty by 2.8 points to 14.2 percent of the total. However, they decreased as a proportion of tenure-track faculty by 4.8 points and of "other" faculty by 1.2 points. Asian faculty gained in each of the three faculty categories, while both Black and Hispanic faculty decreased as a proportion of tenure-track faculty and Hispanic faculty decreased as a proportion of "other" faculty.

Women and minority administrators Among Community College administrators in 1985, 30.2 percent were women and 22.7 percent were minorities -- an increase of 9.2 and of 7.0 percentage points, respectively, since 1977. As at the University, the increased percentage of Community College administrative positions held by women was due largely to increases among white women. However, Hispanic and Black Community College administrators both increased their proportion to a greater extent than did Asian administrators, although the level of their employment is not known.

In summary, because of greater losses of men than of women, the proportion of women increased among the Community Colleges' tenured and "other" faculty as well as among administrators. The number of white tenured faculty and administrators went down, while the number of minorities went up. As a result, the proportion of positions held by minorities increased.

Summary of findings

Six facts stand out from the data in this report.

- 1 White women have enhanced their number and relative proportion in both faculty and administrative categories between 1977 and 1985, while the proportion of white males in both categories has decreased. However, white males continue to dominate numerically in both categories.
- 2 Among ethnic minorities, the greatest proportional increases have occurred among Asian male tenured faculty.
- 3 As a proportion of tenured faculty, ethnic minorities have made their greatest increases in the Community Colleges and their least in the University of California, while women have made their greatest increases in the University and least in the State University.
- 4 Between 1977 and 1985, the number of tenure-track faculty in the University of California decreased by 455, or 29.9 percent, while underrepresented minorities among these faculty decreased by 63, or 42.9 percent. Tenure-track faculty in the State University declined by 127, or 7.7 percent.

DISPLAY 8 -Percent (and Number) of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity Among New Hires, Promotions, and Separations at the California State University, Fall 1977-1979 and Fall 1983-1985*

1977 1979

Category		1977 % of Category	% New Hires	% Promotions	% Separations	1979 % of Category	Percentage 1977 79 Change
Tenured Faculty		(8,949)	(67)	(2,006)	(740)	(9,007)	
		100%	100%	100%	100%	100%	
White	Male	75.1	68.7	66.7	71.9	74.1	-1.0
	Female	15.7	14.9	20.6	22.0	15.8	+0.1
Black	Male	1.5	1.5	1.9	1.5	1.7	+0.2
	Female	0.5	0.0	1.0	0.5	0.6	+0.1
Hispanic	Male	1.6	4.5	2.6	0.8	1.9	+0.3
	Female	0.3	1.5	0.8	0.4	0.4	+0.1
Asian	Male	4.3	3.0	4.5	2.0	4.4	+0.1
	Female	0.6	1.5	1.1	0.7	0.8	+0.2
Indian	Male	0.3	1.5	0.4	0.1	0.3	0.0
	Female	0.0	3.0	0.2	0.0	0.0	0.0
Non-Tenure on-Track		(1,643)	(884)	(135)	(480)	(1,374)	
		100%	100%	n/a	100%	100%	
White	Male	58.1	56.0	58.5	54.8	58.5	+0.4
	Female	23.6	24.9	23.7	22.9	23.7	+0.1
Black	Male	3.5	2.0	2.2	5.0	2.5	1.0
	Female	2.5	1.4	3.0	3.7	1.7	-0.3
Hispanic	Male	4.0	5.5	3.0	5.6	3.9	-0.1
	Female	1.9	2.7	0.0	1.7	2.0	+0.1
Asian	Male	4.0	5.0	7.4	4.4	5.3	+1.3
	Female	1.5	1.5	1.5	1.0	1.2	-0.3
Indian	Male	0.6	0.7	0.7	0.4	0.7	+0.1
	Female	0.3	0.3	0.0	0.4	0.4	+0.1
Other Faculty		(1,370)	(3,889)	(88)	(3,218)	(1,110)	
		100%	100%	100%	100%	100%	
White	Male	54.2	56.9	73.9	57.3	51.7	-2.5
	Female	28.2	25.4	14.8	24.9	34.4	+6.2
Black	Male	2.4	2.1	1.1	2.2	2.0	-0.4
	Female	1.1	0.9	0.0	1.2	1.5	+0.4
Hispanic	Male	5.3	5.2	3.4	5.2	2.5	-2.8
	Female	2.6	3.0	3.4	2.7	1.6	-1.0
Asian	Male	4.0	4.6	1.1	4.6	4.8	+0.8
	Female	1.1	1.2	1.1	1.2	1.0	-0.1
Indian	Male	0.9	0.5	0.0	0.5	0.4	-0.5
	Female	0.1	0.2	1.1	0.2	0.1	0.0
Executive/Administrative/ Managerial		(1,292)	(221)	(156)	(243)	(1,290)	
		100%	100%	100%	100%	100%	
White	Male	72.8	55.2	57.7	65.0	68.1	-4.7
	Female	14.3	20.4	23.7	19.3	18.0	+3.7
Black	Male	4.3	5.4	3.2	2.5	4.7	+0.4
	Female	1.2	3.6	1.9	2.5	1.6	+0.4
Hispanic	Male	4.3	9.5	3.8	5.3	4.7	+0.4
	Female	0.4	0.9	1.9	0.4	0.5	+0.1
Asian	Male	1.6	2.3	3.8	2.1	1.6	0.0
	Female	0.7	2.3	0.6	2.9	0.5	-0.2
Indian	Male	0.2	0.5	0.6	0.0	0.2	0.0
	Female	0.1	0.0	2.6	0.0	0.1	0.0

*Administrator data is for 1979-1981 through 1983-1985. Administrative personnel were reclassified during the 1983-1985 period.

1983-1985

<u>1983 % of Category</u>	<u>% New Hires</u>	<u>% * Promotions</u>	<u>% Separations</u>	<u>1985 % of Category</u>	<u>1983-85 Percentage Change</u>	<u>1977-1985 Percentage Change</u>
(8,810)	(243)	(872)	(1,323)	(8,963)		
100%	100%	100%	100%	100%		
71.7	73.3	59.4	81.6	70.9	-0.8	-4.2
16.8	11.5	26.7	12.3	17.2	+0.4	+1.5
1.8	2.5	2.5	1.0	1.8	0.0	+0.3
0.7	0.8	1.3	0.4	0.7	0.0	+0.2
2.3	1.6	3.2	1.1	2.5	+0.2	+0.9
0.5	0.4	0.9	0.3	0.6	+0.1	+0.3
5.0	9.5	3.6	2.6	5.2	+0.2	+0.9
0.8	0.4	0.2	0.5	0.8	0.0	+0.2
0.3	0.0	0.6	0.0	0.3	0.0	0.0
0.1	0.0	0.3	0.0	0.1	0.0	+0.1
(1,372)	(890)	(154)	(324)	(1,516)		
	100%	100%	100%	100%	100%	
55.8	54.8	38.3	55.9	53.1	-2.7	-5.0
26.5	27.6	43.5	25.3	28.4	+1.9	+4.8
2.2	0.8	7.1	1.2	1.6	-0.6	-1.9
1.1	0.8	1.9	1.5	1.3	+0.2	-1.2
3.4	2.9	3.2	4.6	3.0	-0.4	-1.0
0.9	1.8	1.3	0.9	1.7	+0.8	-0.2
7.5	9.0	3.9	8.0	8.4	+0.9	+4.4
2.2	1.7	0.0	1.9	1.9	-0.3	+0.4
0.1	0.6	0.6	0.0	0.3	+0.2	-0.3
0.4	0.1	0.0	0.0	0.2	-0.2	-0.1
(1,321)	(2,519)	(5)	(1,267)	(1,355)		
100%	100%	100%	100%	100%		
53.9	52.3	60.0	56.1	49.3	-4.6	-4.9
31.9	33.2	40.0	29.8	35.9	+4.0	+7.7
1.3	1.6	0.0	1.9	1.5	+0.2	-0.9
1.0	0.9	0.0	1.1	1.3	+0.3	+0.2
2.8	2.7	0.0	2.3	2.6	-0.2	-2.7
1.5	1.0	0.0	1.2	1.1	-0.4	-1.5
5.1	6.1	0.0	5.7	5.7	+0.2	+1.7
1.8	1.7	0.0	1.4	2.1	+0.3	+1.0
0.3	0.4	0.0	0.2	0.4	+0.1	-0.5
0.3	0.2	0.0	0.4	0.2	-0.1	+0.1
(1,342)	(397)	(478)	(1,323)	(2,308)		
	100%	100%	100%	100%	100%	
65.0	53.4	43.1	54.3	53.0	-12.0	19.8
19.7	27.0	35.8	29.3	27.4	+7.7	+13.1
4.5	5.8	5.9	5.0	6.0	+1.5	+1.7
1.7	1.5	4.0	1.8	2.3	+0.6	+1.1
4.8	5.5	2.7	2.9	4.7	-0.1	+0.4
1.0	1.3	2.9	2.1	1.6	+0.6	+1.2
1.8	2.8	2.7	2.5	2.3	+0.5	+0.7
0.9	2.0	2.5	1.8	2.0	+1.1	+1.3
0.4	0.5	0.0	0.4	0.4	0.0	+0.2
0.1	0.3	0.4	0.0	0.3	+0.2	+0.2

Source: California Postsecondary Education Commission

while underrepresented minorities declined by 87, or 41.4 percent. Community Colleges had the greatest loss -- a decline of 798, or 46.8 percent, including 175 underrepresented minorities, or 63.6 percent. This represents a serious decline in the short-run of the pool of underrepresented minorities most likely to be chosen for tenured positions.

- 5 The segments have increased the gender and ethnic diversity of their administrators as a whole to a much greater extent than that of their faculty, which has changed only minimally in the past eight years.
- 6 Each of the segments has created programs for recruiting, upgrading, promoting, and retaining women and minority faculty members and staff. Nonetheless, progress in enhancing diversifica-

tion has been slow, and women, Blacks and Hispanics remain seriously underrepresented among both faculty and administrators in all three segments.

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DISPLAY 9 *Number and Percent of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity at the California Community Colleges, Fall 1977 and Fall 1985*

Occupational Activity		1977		1985		1977 1985	
		Number	Percent	Number	Percent	Number	Percent Change
Tenured Faculty		14,094	100 0%	12,792	100 0%		
White	Male	8,846	62 8	7,552	59 0	-1,294	-3 8%
	Female	3,643	25 8	3,423	26 8	-220	+1 0
Black	Male	326	2 3	323	2 5	-3	+0 2
	Female	264	1 9	278	2 2	+14	+0 3
Hispanic	Male	443	3 1	463	3 6	+20	+0 5
	Female	182	1 3	218	1 7	+36	+0 4
Asian	Male	177	1 3	236	1 8	+59	+0 5
	Female	154	1 1	218	1 7	+64	+0 6
Indian	Male	44	0 3	53	0 4	+9	+0 1
	Female	15	0 1	28	0 2	+13	+0 1
Tenure-Track Faculty		1,705	100 0%	907	100 0%		
White	Male	693	40 6	425	46 9	-268	+6 3
	Female	655	38 4	336	37 0	-319	-1 4
Black	Male	53	3 1	32	3 5	-21	+0 4
	Female	76	4 5	19	2 1	-57	-2 4
Hispanic	Male	76	4 5	18	2 0	58	-2 5
	Female	59	3 5	22	2 4	-37	1 1
Asian	Male	39	2 3	21	2 3	-18	0 0
	Female	43	2 5	25	2 8	-18	+0 3
Indian	Male	4	0 2	5	0 6	+1	+0 4
	Female	7	0 4	4	0 4	-3	0 0
Other Faculty		1,122	100 0%	121	100 0%		
White	Male	608	54 2	45	37 2	-563	-17 0
	Female	343	30 6	59	48 8	-284	-18 2
Black	Male	17	1 5	3	2 5	-14	+1 0
	Female	27	2 4	2	1 7	-25	-0 7
Hispanic	Male	48	4 3	1	0 8	-47	-3 5
	Female	45	4 0	3	2 5	-42	-1 5
Asian	Male	13	1 2	0	0 0	-13	-1 2
	Female	18	1 6	7	5 8	-11	-4 2
Indian	Male	2	0 2	0	0 0	-2	-0 2
	Female	1	0 1	1	0 8	0	+0 7
Executive/Administrative/Managerial		2,384	100 0%	2,224	100 0%		
White	Male	1,615	67 7	1,216	54 7	-399	-13 0
	Female	389	16 3	502	22 6	+113	+6 3
Black	Male	122	5 1	140	6 3	+18	+1 2
	Female	43	1 8	72	3 2	+29	+1 4
Hispanic	Male	115	4 8	153	6 9	+38	+2 1
	Female	13	0 5	29	2 7	+16	+0 8
Asian	Male	46	1 9	59	2 7	+13	+0 8
	Female	20	0 8	31	1 4	+11	+0 6
Indian	Male	16	0 7	15	0 7	-1	0 0
	Female	5	0 2	7	0 3	+2	+0 1

Source: California Postsecondary Education Commission

DISPLAY 10 *Percent (and Number) of Full-Time Faculty and Administrators by Category, Sex, and Ethnicity Among New Hires, Promotions, and Separations at the California Community Colleges, Fall 1977-1979 and Fall 1983-1985*
1977-1979

Category		1977 % of Category	% New Hires	% Promotions	% Separations	1979 % of Category	Percentage 1977-79 Change
Tenured Faculty		(14,094) 100%	(376) 100%	(165) 100%	(978) 100%	(14,626) 100%	
White	Male	62.8	41.0	53.9	58.6	60.9	-1.9
	Female	25.8	34.0	37.0	33.8	26.3	+0.5
Black	Male	2.3	4.5	1.2	0.9	2.6	+0.3
	Female	1.9	5.6	0.0	1.1	2.1	+0.2
Hispanic	Male	3.1	5.3	5.5	2.2	3.3	+0.2
	Female	1.3	5.9	2.4	1.6	1.6	+0.3
Asian	Male	1.3	1.6	0.0	0.5	1.5	+0.2
	Female	1.1	1.9	0.0	0.8	1.2	+0.1
Indian	Male	0.3	0.0	0.0	0.1	0.3	0.0
	Female	0.1	0.3	0.0	0.2	0.1	0.0
Non-Tenure on-Track		(1,705) 100%	(883) 100%	(19) 100%	(165) 100%	(1,013) 100%	
White	Male	40.6	41.9	42.1	39.4	44.0	+3.4
	Female	38.4	41.4	47.4	43.6	37.7	-0.7
Black	Male	3.1	1.1	0.0	2.4	1.5	-1.6
	Female	4.5	2.8	5.3	3.6	3.2	-1.3
Hispanic	Male	4.5	4.5	0.0	4.8	4.4	-0.1
	Female	3.5	2.3	5.3	3.0	3.5	0.0
Asian	Male	2.3	2.5	0.0	0.6	2.1	-0.2
	Female	2.5	2.8	0.0	2.4	2.6	+0.1
Indian	Male	0.2	0.2	0.0	0.0	0.5	+0.3
	Female	0.4	0.3	0.0	0.0	0.6	+0.2
Other Faculty		(1,122) 100%	(302) 100%	(47) 100%	(71) 100%	(315) 100%	
White	Male	54.2	34.1	31.9	19.7	43.8	-10.4
	Female	30.6	44.4	29.8	49.3	35.9	+5.3
Black	Male	1.5	2.6	6.4	1.4	2.5	+1.0
	Female	2.4	7.3	19.1	14.1	7.6	+5.2
Hispanic	Male	4.3	4.3	0.0	7.0	5.4	+1.1
	Female	4.0	3.3	8.5	5.6	2.9	-1.1
Asian	Male	1.2	2.0	2.1	1.4	0.6	-0.6
	Female	1.6	2.0	2.1	1.4	1.3	-0.3
Indian	Male	0.2	0.0	0.0	0.0	0.0	-0.2
	Female	0.1	0.0	0.0	0.0	0.0	-0.1
Executive/Administrative/ Managerial		(2,384) 100%	(302) 100%	(368) 100%	(328) 100%	(2,480) 100%	
White	Male	67.7	56.3	49.7	65.5	64.7	3.0
	Female	16.3	21.9	29.9	19.8	17.2	-0.9
Black	Male	5.1	6.0	6.2	2.4	5.6	+0.5
	Female	1.8	3.6	3.0	2.1	2.3	+0.5
Hispanic	Male	4.8	5.0	5.4	5.5	5.7	+0.9
	Female	0.5	1.3	1.4	1.2	0.8	+0.3
Asian	Male	1.9	2.6	1.6	1.2	1.9	0.0
	Female	0.8	2.3	1.9	1.2	1.0	+0.2
Indian	Male	0.7	0.7	0.8	0.3	0.6	-0.1
	Female	0.2	0.3	0.0	0.6	0.2	0.0

Source: California Postsecondary Education Commission

1983-1985						
<u>1983 % of Category</u>	<u>% New Hires</u>	<u>% Promotions</u>	<u>% Separations</u>	<u>1985 % of Category</u>	<u>1983-85 Percentage Change</u>	<u>1977-85 Percentage Change</u>
(13,922)	(216)	(223)	(2,017)	(12,792)		
100%	100%	100%	100%	100%		
59 1	44 9	49 3	55 4	59 0	-0 1	-3 8
27 2	39 8	32 3	34 2	26 8	-0 4	+1 0
2 5	0 0	5 8	1 1	2 5	0 0	+0 2
2 2	1 9	2 7	2 2	2 2	0 0	+0 3
3 4	4 2	4 9	2 2	3 6	+0 2	+0 5
1 7	2 3	3 1	2 1	1 7	0 0	+0 4
1 7	3 7	0 9	1 0	1 8	+0 1	+0 5
1 6	2 8	0 9	1 0	1 7	+0 1	+0 6
0 4	0 0	0 0	0 4	0 4	0 0	+0 1
0 2	0 5	0 0	0 3	0 2	0 0	+0 1
(638)	(941)	(41)	(178)	(907)		
100%	100%	100%	100%	100%		
51 4	42 2	41 5	43 3	46 9	-4 5	+6 3
33 5	38 9	31 7	35 4	37 0	+3 5	-1 4
2 7	4 0	7 3	2 2	3 5	+0 8	+0 4
2 2	3 3	9 8	4 5	2 1	-0 1	-2 4
3 0	2 6	0 0	41 5	2 0	-1 0	-2 5
2 4	3 0	4 9	2 8	2 4	0 0	-1 1
1 9	2 4	2 4	2 2	2 3	+0 4	0 0
2 5	3 0	2 4	3 9	2 8	+0 3	+0 3
0 3	0 3	0 0	1 1	0 6	+0 3	+0 4
0 2	0 3	0 0	0 0	0 4	+0 2	0 0
(298)	(128)	(8)	(238)	(121)		
100%	100%	100%	100%	100%		
47 0	32 8	25 0	29 8	37 2	-9 8	-17 0
41 3	48 4	12 5	48 7	48 8	+7 5	+18 2
1 7	3 1	0 0	1 7	2 5	+0 8	+1 0
1 0	3 1	25 0	5 9	1 7	+0 7	-0 7
3 0	1 6	0 0	2 9	0 8	-2 2	-3 5
2 0	3 1	0 0	5 5	2 5	+0 5	-1 5
1 3	2 3	0 0	2 1	0 0	-1 3	1 2
1 3	3 9	25 0	1 7	5 8	+4 5	-4 2
0 3	0 8	12 5	0 8	0 0	-0 3	-0 2
1 0	0 8	0 0	0 8	0 8	0 2	+0 7
(2,349)	(266)	(333)	(448)	(2,224)		
100%	100%	100%	100%	100%		
57 9	44 0	52 9	58 9	54 7	-3 2	-13 0
20 3	34 2	28 8	24 6	22 6	+2 3	+6 3
6 1	6 4	5 4	2 9	6 3	+0 2	+1 2
3 1	2 3	2 7	2 0	3 2	+0 1	+1 4
6 6	6 8	7 2	5 6	6 9	+0 3	+2 1
1 5	1 9	1 8	2 2	2 7	+1 2	+0 8
2 4	3 4	0 3	2 2	2 7	+0 3	-0 8
1 2	1 1	0 6	1 1	1 4	+0 2	+0 6
0 5	0 0	0 3	0 2	0 7	+0 2	0 0
0 3	0 0	0 0	0 2	0 3	0 0	+0 1

AB 605 REPORT

THE EMPLOYMENT STATUS OF MINORITIES AND WOMEN AT
THE UNIVERSITY OF CALIFORNIA

SUBMITTED TO: THE CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

SUBMITTED BY: THE UNIVERSITY OF CALIFORNIA

DATE: SEPTEMBER 1986

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I. INTRODUCTION

Under Section 66903.1 of the State Education Code (Assembly Bill No. 605), the University of California is required to submit on a biennial basis to the California Postsecondary Education Commission a report on the representation and utilization of minorities and women among its academic, administrative, and other employees. In addition, the University is required to provide narrative evaluations of its affirmative action progress.

The purpose of this report is to comply with AB 605 by providing information which describes the University's statistical progress, as well as its initiatives in affirmative action programs, as of 1985.

II. ACADEMIC AFFIRMATIVE ACTION

A. Academic Employees: A Statistical Profile

This section discusses the data presented in Tables II-1 through II-4. Table II-1 illustrates changes between 1977 and 1985 in the number and proportion of minorities and women among full-time UC academic employees, which includes both ladder rank and non-ladder rank faculty. During this time period, women gained representation in all ranks, advancing from 679 (10.2%) to 949 (13.3%) among the ladder ranks, and from 1698 (25.3%) to 1797 (32%) among the non-ladder ranks. Among minority groups, Asian men also made gains during this time period, from 274 (4.1%) to 380 (5.3%) among the ladder ranks, and from 708 (5.3%) to 818 (6.4%) among the non-ladder ranks. Other minority groups, however, have made little or no progress. Slight increases in the number of Black and Hispanic males among the ladder ranks -- Blacks from 99 (1.5%) to 103 (1.4%), and Hispanics from 146 (2.2%) to 168 (2.1%) -- reflect advancement into the tenured ranks of assistant professors hired in the late 1970s. Among the non-tenured ranks, the number and proportion of Black males has dramatically declined from 40 (2.7%) to 14 (1.3%). Hispanic males also have declined from 63 (4.2%) to 36 (3.4%). With regard to Asian, Black and Hispanic women ladder-rank faculty, the numbers have increased slightly, but the proportions remain still very small, as of 1985, Asian women accounting for 47 (0.7%), Hispanic women 39 (0.5%), and Black women 28 (0.4%) of the total ladder-rank faculty.

These patterns are highlighted in Table II-2, which presents a summary of the changes in number and percentages of women and underrepresented minority groups (Blacks, Hispanics, and American Indians) among the ladder-rank faculty between 1977 and 1985. Among full professors, the total number during this period increased from 3454 to 4540, representing a percentage change of 31.4%. For women full professors, the percentage change was 2.8%, and for underrepresented minority full professors, the percentage change was 1.0%. Among associate professors, where the overall number of faculty declined from 1565 to 1386, representing a percentage decrease of 11.4%, the change in the number of women, from 159 to 283, represents a percentage increase of 10.3%. Underrepresented minorities also gained in numbers and percentages among associate professors, from 75 to 100, a percentage increase of 2.4%. Among assistant professors, the percent representation of women increased by 6% and the percent representation of minorities decreased by 1.7%, compared to an overall percentage decrease of 28.3% for all assistant professors. However, the number of women assistant professors declined from 336 to 305, and among underrepresented minority assistant professors, both the numbers and percentages decreased from 142 (9.6%) to 84 (7.9%).

Turning now to Table II-3 which presents data regarding new appointments to the ladder-rank faculty between 1977 and 1985, we note the persistence of these patterns. Although the number of newly appointed ladder-rank faculty women declined from 180 to 117 during this time period (these figures represent new appointments accumulated over two-year periods), the proportion of women among new ladder-rank faculty appointments increased from 21.6% to 23.2%. Similarly, although the number of newly appointed Asian men declined slightly from 48 to 42, their proportion among new appointments increased from 5.8% to 8.3%. The number of newly appointed Asian women also declined, from 11 to 8, while their proportion increased from 1.3% to 1.6%. Among Hispanic women, both their number and proportion rose slightly, from 5 (0.6%) to 9 (1.8%). However, the number of Hispanic men decreased from 23 to 14, and their proportion has remained the same at 2.8%. Finally, among newly

appointed Black faculty, the number and proportion of both male and female faculty has declined. For newly appointed Black male professors the decline has been from 16 (1.9%) in the period 1977 to 1979 to 6 (1.2%) in the period 1983 to 1985, and for Black women professors, the decline has been from 5 (0.6%) to 1 (0.2%).

Table II-4 indicates the number and percentages of separations and promotions among the ladder-rank faculty by ethnicity, sex, and rank for the years 1983 to 1985. During this time period, women received 25.7% of the promotions of assistant professors to associate professors, which, when compared to the percentage of women among the new appointments of assistant professors in the years 1979 to 1981, 23.8%, indicates they are being promoted in roughly the same proportion as they are hired. (As a point of reference, white male assistant professors received 74% of the promotions to associate professors in the same time period, whereas their proportion among the new appointments of assistant professors from 1979 to 1981 was 67%.) The total proportion of women receiving promotions (to full as well as to associate professor) from 1983 to 1985 was 20.2%, compared to 13.3%, the total proportion of women among the ladder-rank faculty in 1985. Similarly, the proportions of Black and Hispanic professors receiving promotions, 2.6% and 4.1%, respectively, compares favorably with their representation among the 1985 ladder-rank faculty, 1.8% and 2.9%, respectively. Among Asians, the proportion of professors promoted -- 5.4% -- was slightly less than the Asian proportion of the ladder-rank faculty, or 6.0%.

Regarding separations between 1983 and 1985, the proportions of women and minorities separating from the faculty (for reasons other than death or retirement) was generally higher than their proportion in the total ladder-rank faculty: 15.6% for women (compared to 13.3%), 3.8% for Blacks (compared to 1.8%), 4.2% for Hispanics (compared to 2.9%), and 6.1% for Asians (compared to 6.0%). (As a point of reference, the proportion of separations represented by white male ladder-rank faculty, 72.6%, was lower than their proportion among the total faculty, which in 1985 was 77.3%.) These differential rates of promotion and separation indicate the need for vigorous recruitment and retention programs for women and underrepresented minority ladder-rank faculty.

B. Academic Affirmative Action: Programmatic Evaluations

This section examines academic affirmative action programs initiated by the University to improve the representation of minority and women faculty. While some progress has been made, much better representation can and must be achieved. To increase the availability of qualified women and minority candidates for faculty recruitment, the University has undertaken a comprehensive and coordinated approach to the problem, one that attempts to recognize and address conditions underlying minority underrepresentation at all levels of the educational system. Affirmative action programs have recently been initiated for UC faculty, graduate and undergraduate students, and the University is also actively involved in programs to strengthen the educational preparation of California students in the K-12 schools. This section of the report provides a description and assessment of academic affirmative action programs that reflect the University's active and continuing commitment to improving the representation of minority faculty, graduate students, and women in the high demand disciplines.

1. Faculty Hiring and the Targets of Opportunity for Diversity Program (TOP)

UC faculty hiring begins with an assessment of disciplinary needs at the department or professional school level. A list of open faculty positions is then developed and widely advertised. Applications from women and minorities are especially encouraged, and recruitment is carefully monitored to ensure that the pool of candidates includes appropriate ethnic and gender diversity, and that departmental review of women and minority candidates has been thorough. Following these procedures, between 1983 and 1985, the University appointed a substantial proportion of ethnic minority and women assistant professors. Women accounted for 29.2% of newly hired assistant professors, and ethnic minorities (including Asians) for 16.9%. Table II-5 presents a comparison with national availability data (Table II-6) of the numbers of UC assistant professors hired by discipline (excluding health science, law, and business where it is difficult to predict new appointments by Ph.D. discipline). Based on the available proportion of minority Ph.D. degree holders weighted by discipline, the number of minorities hired -- 37 -- exceeded the number expected -- 25, and the number of women hired -- 54 -- was only slightly less than the number expected -- 57.

To enhance these continuing efforts, the University has initiated the Targets of Opportunity for Diversity Program (TOP) whereby additional faculty positions can be allocated to recruit highly qualified minority or women candidates identified in the course of regular recruitment. Since 1982, there have been 41 such TOP appointments: 13 minority men, 13 minority women, and 15 white women in disciplines where they are underrepresented.

2. UC Faculty and Graduate Student Affirmative Action Programs

To increase the availability of qualified minority and women candidates for UC faculty appointments, the University has recently instituted several affirmative action programs affecting faculty and graduate students. The Faculty Career Development Program, funded by the state since 1978, provides research support for minority and women assistant professors, and serves as an incentive in the recruitment of minority and women faculty. Approximately 100 awards, averaging \$4,000 each, are made annually. Recognizing the need for additional and more sustained support, the University recently initiated a special Pre-Tenure Award program with grants ranging from \$12,000 to \$30,000 for released time as well as research support. Starting in 1986-87, these awards will be made to minority and women assistant professors who are regarded as highly promising, but need released time from teaching and University service to fulfill their scholarly promise and produce work of sufficient quality to achieve tenure.

Other recent affirmative action initiatives include:

- ° The President's Fellowship Program: Since 1985-86, this program has provided postdoctoral fellowships to outstanding minority and women Ph.D. degree holders to encourage their entry into academic careers and enhance their qualifications for faculty appointment. During 1986-87, there will be thirty-seven fellows (twenty first-year fellows selected from an applicant pool of 200, and seventeen renewals). Current fellows include eleven minority men, eleven minority women, and fifteen white women in mathematics and science. Three of the first-year fellows have received faculty appointments.

- ° Dissertation-Year Awards: This is a new program that in 1986-87 will provide dissertation-year support to sixteen promising minority Ph.D.

candidates, at least one from every campus, allowing them to devote full attention to completing their degrees, and encouraging them to consider academic careers.

° Research Assistantship/Mentorship Program: This program, which has been in place since 1984, provides approximately 100 academically talented minority and women graduate students with a half-time research assistantship under faculty guidance, to encourage the development of advanced research skills and to provide students with incentives to complete their graduate studies.

° Graduate Student Outreach: To increase the representation of minority graduate students, a program of outreach and recruitment activities targeting academically talented undergraduates has been supported by University Education Fees, and, starting in 1986-87, will receive additional state support as well. Among efforts that have proven effective in increasing minority enrollments are summer "bridge" programs, campus visits by students, and faculty involvement in recruitment.

The University is currently seeking budget augmentations in 1987-88 for each of these academic affirmative action programs, as follows:

	Current Funding	Budget Augmentation
Pre-Tenure Awards	\$250,000	\$400,000
President's Fellowship	770,000	350,000
Dissertation-Year Awards	200,000	400,000
Research Assistantship/Mentorship	500,000	500,000
Graduate Outreach	350,000	300,000
Totals	\$2,070,000	\$1,950,000

Although these new programs have had some encouraging results, it is still too soon to assess their full impact. The University's broad set of initiatives in the area of academic affirmative action, however, clearly indicates that the University is aware of the problems and challenges it faces in improving the representation of minorities and in some disciplines, women, at the graduate level and on the faculty. The expansion and strengthening of academic affirmative action programs is among the University's top priorities. The University recognizes that much more can and must be done. But to be responsive to the changing demographics in the State of California -- minorities are expected to constitute a majority of the State's school-age population, and over 40 percent of the total State population within the next 15 years -- will require more than understanding and commitment. Significant additional resources are needed to undo longstanding patterns of under-representation and to extend improved educational opportunities to minority children, starting in elementary school or earlier, so as to ultimately reverse the current lack of representation among University graduate students and faculty.

Table II-1

UNIVERSITY OF CALIFORNIA
FULL-TIME ACADEMIC EMPLOYEES
1977 TO 1985

LADDER RANGE	GRAND TOTAL	MEN						WOMEN					
		MEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN	WOMEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN
PROFESSORS													
1977 Number	3454	3312	3075	30	46	154	7	142	134	2	3	3	0
Percent	100.0	95.9	89.0	0.9	1.3	4.5	0.2	4.1	3.9	0.1	0.1	0.1	0.0
1979 Number	3715	3546	3274	31	56	177	8	169	162	1	3	3	0
Percent	100.0	95.5	88.1	0.8	1.5	4.8	0.2	4.5	4.4	0.0	0.1	0.1	0.0
1981 Number	3936	3721	3423	38	64	189	7	215	205	2	5	3	0
Percent	100.0	94.5	87.0	1.0	1.6	4.8	0.2	5.5	5.2	0.1	0.1	0.1	0.0
1983 Number	4235	3972	3634	42	76	214	6	263	246	4	6	7	0
Percent	100.0	93.8	85.8	1.0	1.8	5.1	0.1	6.2	5.8	0.1	0.1	0.2	0.0
1985 Number	4540	4224	3844	48	88	233	11	316	292	7	8	9	0
Percent	100.0	93.0	84.7	1.1	1.9	5.1	0.2	7.0	6.4	0.2	0.2	0.2	0.0
ASSOCIATE PROFESSORS													
1977 Number	1565	1406	1286	26	33	57	4	159	141	4	7	6	1
Percent	100.0	89.8	82.2	1.7	2.1	3.6	0.3	10.2	9.0	0.3	0.4	0.4	0.1
1979 Number	1539	1351	1206	33	49	58	5	188	166	6	7	8	1
Percent	100.0	87.8	78.4	2.1	3.2	3.8	0.3	12.2	10.8	0.4	0.5	0.5	0.1
1981 Number	1504	1270	1124	30	53	57	6	234	200	9	9	13	3
Percent	100.0	84.4	74.7	2.0	3.5	3.8	0.4	15.6	13.3	0.6	0.6	0.9	0.2
1983 Number	1457	1202	1062	35	47	54	4	255	218	8	9	17	3
Percent	100.0	82.5	72.9	2.4	3.2	3.7	0.3	17.5	15.0	0.5	0.6	1.2	0.2
1985 Number	1386	1103	957	38	39	67	2	283	244	7	12	18	2
Percent	100.0	79.6	69.0	2.7	2.8	4.8	0.1	20.4	17.6	0.5	0.9	1.3	0.1
LECTURERS (SEE)													
1977 Number	125	83	70	3	4	5	1	42	38	2	1	1	0
Percent	100.0	66.4	56.0	2.4	3.2	4.0	0.8	33.6	30.4	1.6	0.8	0.8	0.0
1979 Number	133	84	67	4	5	7	1	49	41	2	2	3	1
Percent	100.0	63.2	50.4	3.0	3.8	5.3	0.8	36.8	30.8	1.5	1.5	2.3	0.8
1981 Number	114	73	56	3	6	7	1	41	35	1	2	2	1
Percent	100.0	64.0	49.1	2.6	5.3	6.1	0.9	36.0	30.7	0.9	1.8	1.8	0.9
1983 Number	117	77	59	4	6	7	1	40	34	0	2	4	0
Percent	100.0	65.8	50.4	3.4	5.1	6.0	0.9	34.2	29.1	0.0	1.7	3.4	0.0
1985 Number	119	74	58	3	5	7	1	45	38	0	2	4	1
Percent	100.0	62.2	48.7	2.5	4.2	5.9	0.8	37.8	31.9	0.0	1.7	3.4	0.8

Table II-1

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		MEN						WOMEN					
	GRAND TOTAL	MEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN	WOMEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN
ASSISTANT PROFESSORS													
1977 Number	1486	1150	983	40	63	58	6	336	285	15	14	18	4
Percent	100.0	77.4	66.2	2.7	4.2	3.9	0.4	22.6	19.2	1.0	0.9	1.2	0.3
1979 Number	1333	993	851	36	45	57	4	340	286	14	11	26	3
Percent	100.0	74.5	63.8	2.7	3.4	4.3	0.3	25.5	21.5	1.1	0.8	2.0	0.2
1981 Number	1158	850	729	23	36	59	3	308	269	11	6	21	1
Percent	100.0	73.4	63.0	2.0	3.1	5.1	0.3	26.6	23.2	0.9	0.5	1.8	0.1
1983 Number	1101	812	689	19	39	64	2	289	249	13	11	16	0
Percent	100.0	73.8	62.6	1.7	3.5	5.8	0.2	26.2	22.6	1.2	1.0	1.5	0.0
1985 Number	1066	761	636	14	36	73	2	305	257	14	17	16	1
Percent	100.0	71.4	59.7	1.3	3.4	6.8	0.2	28.6	24.1	1.3	1.6	1.5	0.1

TOTAL LADREF FAKAS													
1977 Number	6630	5951	5414	99	146	274	18	679	598	23	25	28	5
Percent	100.0	89.8	81.7	1.5	2.2	4.1	0.3	10.2	9.0	0.3	0.4	0.4	0.1
1979 Number	6720	5974	5398	104	155	299	18	746	655	23	23	40	5
Percent	100.0	88.9	80.3	1.5	2.3	4.4	0.3	11.1	9.7	0.3	0.3	0.6	0.1
1981 Number	6712	5914	5332	94	159	312	17	798	709	23	22	39	5
Percent	100.0	88.1	79.4	1.4	2.4	4.6	0.3	11.9	10.6	0.3	0.3	0.6	0.1
1983 Number	6910	6063	5444	100	167	339	13	847	747	25	28	44	3
Percent	100.0	87.7	78.8	1.4	2.4	4.9	0.2	12.3	10.8	0.4	0.4	0.6	0.0
1985 Number	7111	6162	5495	103	168	380	16	949	831	28	39	47	4
Percent	100.0	86.7	77.3	1.4	2.4	5.3	0.2	13.3	11.7	0.4	0.5	0.7	0.1

Table II-1

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		-----MEN-----						-----WOMEN-----					
	GRAND TOTAL	MEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN	WOMEN TOTAL	WHITE	BLACK	HISP	ASIAN	AMERICAN INDIAN
NON-LADDER RANKS													
1977 Number	6709	5011	4355	84	113	434	25	1698	1427	69	44	148	10
Percent	100.0	74.7	64.9	1.3	1.7	6.5	0.4	25.3	21.3	1.0	0.7	2.2	0.1
1979 Number	6779	4903	4204	75	155	458	11	1876	1571	75	51	169	10
Percent	100.0	72.3	62.0	1.1	2.3	6.8	0.2	27.7	23.2	1.1	0.8	2.5	0.1
1981 Number	5111	3560	3040	52	91	371	6	1551	1315	54	43	131	8
Percent	100.0	69.7	59.5	1.0	1.8	7.3	0.1	30.3	25.7	1.1	0.8	2.5	0.2
1983 Number	5369	3683	3084	43	118	435	3	1677	1423	58	40	145	10
Percent	100.0	68.7	57.5	0.8	2.2	8.1	0.1	31.3	26.5	1.1	0.7	2.7	0.2
1985 Number	5621	3824	3225	39	113	438	9	1797	1509	59	50	171	8
Percent	100.0	68.0	57.4	0.7	2.0	7.8	0.2	32.0	26.8	1.0	0.9	3.0	0.1

TOTAL ACADEMIC WORKFORCE													
1977 Number	13339	10962	9769	183	259	708	43	2377	2025	92	69	176	15
Percent	100.0	82.2	73.2	1.4	1.9	5.3	0.3	17.8	15.2	0.7	0.5	1.3	0.1
1979 Number	13499	10877	9602	179	310	757	29	2622	2226	98	74	209	15
Percent	100.0	80.6	71.1	1.3	2.3	5.6	0.2	19.4	16.5	0.7	0.5	1.5	0.1
1981 Number	11823	9474	8372	146	250	683	23	2349	2024	77	65	170	13
Percent	100.0	80.1	70.8	1.2	2.1	5.8	0.2	19.9	17.1	0.7	0.5	1.4	0.1
1983 Number	12270	9746	8528	143	285	774	16	2524	2170	83	68	190	13
Percent	100.0	79.4	69.5	1.2	2.3	6.3	0.1	20.6	17.7	0.7	0.6	1.5	0.1
1985 Number	12732	9986	8720	142	281	818	25	2746	2340	87	89	218	12
Percent	100.0	78.4	68.5	1.1	2.2	6.4	0.2	21.6	18.4	0.7	0.7	1.7	0.1

Source: Biennial Higher Education Staff Information (EEO-6) Reports

Since 1979, Student Assistant titles have been excluded from the Non-Ladder Ranks and Total Academic Workforce data

Table II-2

UNIVERSITY OF CALIFORNIA

NUMBER, PERCENTAGE AND PERCENTAGE CHANGE OF LADDER-RANK
UNDERREPRESENTED MINORITIES AND WOMEN
1977 TO 1985

RANK	NUMBER		PERCENT REPRESENTATION		PERCENT CHANGE
	1977	1985	1977	1985	
PROFESSORS					
Underrep Min	88	162	2.5	3.6	+1.0
Women	142	316	4.1	7.0	+2.8
All	3454	4540	100.0	100.0	+31.4
ASSOCIATE PROFESSORS					
Underrep Min	75	100	4.8	7.2	+2.4
Women	159	283	10.2	20.4	+10.3
All	1565	1386	100.0	100.0	-11.4
ASSISTANT PROFESSORS					
Underrep Min	142	84	9.6	7.9	-1.7
Women	336	305	22.6	28.6	+6.0
All	1486	1066	100.0	100.0	-28.3
ALL RANKS					
Underrep Min	303	346	4.7	4.9	+0.2
Women	637	904	9.8	12.9	+3.1
All	6505	6992	100.0	100.0	+7.5

Note: Underrepresented Minorities includes Blacks, Hispanics and American Indians only. Finer breakdowns for specific minority groups are shown in Table 1.

Source: Higher Education Staff Information (EEO-6) Reports.

Table 11-3

University of California

Number and Percentage of Ladder Rank Faculty
New Appointments, 1977-79 to 1983-85

	TOTAL	Men					Women						
		MEN TOTAL	White	Black	Hispanic	Asian	American Indian	WOMEN TOTAL	White	Black	Hispanic	Asian	American Indian
1977-79													
Professor	203	182	163	-	3	15	1	21	21	-	-	-	-
Associate Professor	103	85	71	2	4	8	-	18	17	-	1	-	-
Assistant Professor	526	385	329	14	16	25	1	141	119	5	4	11	2
Total	832	652	563	16	23	48	2	180	157	5	5	11	2
Percent		78.4%	67.7%	1.9%	2.8%	5.8%	0.2%	21.6%	18.9%	0.6%	0.6%	1.3%	0.2%
1979-81													
Professor	137	126	108	4	5	9	-	11	9	1	1	-	-
Associate Professor	74	54	45	-	1	8	-	20	17	-	1	1	-
Assistant Professor	580	442	388	10	15	29	-	138	120	5	2	10	1
Total	791	622	541	14	21	46	-	169	146	6	4	11	1
Percent		78.6%	68.4%	1.8%	2.7%	5.8%	-	21.4%	18.5%	0.8%	0.5%	1.4%	0.1%
1981-83													
Professor	139	117	106	-	5	6	-	22	20	-	1	1	-
Associate Professor	67	60	53	1	1	5	-	7	6	-	1	-	-
Assistant Professor	430	308	259	4	17	28	-	122	106	4	5	7	-
Total	636	485	418	5	23	39	-	151	132	4	7	8	-
Percent		76.3%	65.7%	0.8%	3.6%	6.1%	-	23.7%	20.8%	0.6%	1.1%	1.3%	-
1983-85													
Professor	100	89	78	-	4	7	-	11	10	-	-	1	-
Associate Professor	56	52	43	-	3	6	-	4	3	-	1	-	-
Assistant Professor	349	247	204	6	7	29	1	102	86	1	8	7	-
Total	505	388	325	6	14	42	1	117	99	1	9	8	-
Percent		76.8%	64.4%	1.2%	2.8%	8.3%	0.2%	23.2%	19.6%	0.2%	1.8%	1.6%	-

Source: Higher Education Staff Information (HEO-6) Reports.

Table 11-4
University of California
Number and Percentages of Ladder Rank Faculty
Promotions and Separations 1983-85

	GRAND TOTAL	MEN TOTAL	Men					WOMEN TOTAL	Women				
			White	Black	Hispanic	Asian	American Indian		White	Black	Hispanic	Asian	American Indian
<u>PROMOTIONS</u>													
Professor	275	230	206	5	11	7	1	45	40	-	2	2	1
Associate Professor	191	142	117	7	5	13	-	49	45	-	1	3	-
Total	466	372	323	12	16	20	1	94	85	-	3	5	1
Percent		79.8%	69.3%	2.6%	3.4%	4.3%	0.2%	20.2%	18.2%	-	0.6%	1.1%	0.2%
<u>SEPARATIONS</u>													
Professor	117	108	101	2	3	2	-	9	9	-	-	-	-
Associate Professor	46	37	30	2	2	3	-	9	7	-	1	1	-
Assistant Professor	100	77	60	5	5	7	-	23	19	1	-	3	-
Total	263	222	191	9	10	12	-	41	35	1	1	4	-
Percent		84.4%	72.6%	3.4%	3.8%	4.6%	-	15.6%	13.3%	0.4%	0.4%	1.5%	-

Source: Higher Education Staff Information (EEO-6) Reports.

Table 11-5

National Doctoral Degrees Awarded by Gender, Ethnicity
and Discipline for 1979-80 to 1982-83¹

Discipline ²	Total N Ethnicities Reported	Total Women ³ N %	American Indian N %	Asian N %	Black N %	Hispanic N %	Total Minority N %
Agriculture	2,985	419 14.9%	7 .2%	122 4.1%	50 1.7%	43 1.4%	222 7.4%
Arts and Humanities	13,118	5,337 42.4%	33 .3%	226 1.7%	378 2.9%	452 3.4%	1,089 8.3%
Biological Sciences	12,517	3,643 30.2%	25 .2%	593 4.7%	177 1.4%	155 1.2%	1,089 8.7%
Computer Science and Engineering	6,679	357 6.6%	13 .2%	1,110 16.6%	92 1.4%	110 1.6%	1,325 19.8%
Education	26,298	12,784 49.6%	168 .6%	441 1.7%	2,313 8.8%	683 2.6%	3,605 13.7%
Mathematics	2,062	301 16.1%	2 .1%	149 7.2%	30 1.5%	23 1.1%	204 9.9%
Physical Sciences	10,501	1,274 12.9%	19 .2%	662 6.3%	100 1.0%	135 1.3%	916 8.7%
Social Sciences	21,996	8,163 39.1%	64 .3%	528 2.4%	904 4.1%	519 2.4%	2,015 9.2%
Total All Disciplines	103,753	34,971 35.4%	352 .3%	4,199 4.0%	4,332 4.2%	2,224 2.1%	11,107 10.7%

¹U.S. Citizens and Non-U.S. Citizens with permanent visas.²This is not an exhaustive list of Disciplines.³Women's Ns and percentages are for U.S. Citizens only.

Source: National Research Council Summary Reports, Doctorate Recipients from United States Universities, 1980-83.

Table 11-6

University of California
Hires vs Availabilities of Assistant Professors
Based on Nationwide Availabilities for
Women and Minorities

Field ¹	Total 1983-85 Hires	Women		Minorities	
		19/9-80 to 1982-83 Availability	Weighted Proportion	19/9-80 to 1982-83 Availability	Weighted Proportion
Agriculture	33	.149	4.9	.074	2.4
Arts and Humanities	47	.424	19.9	.083	3.9
Biological Sciences	24	.302	7.2	.087	2.1
Computer Science and Engineering	46	.066	3.0	.198	9.1
Education	3	.496	1.5	.137	0.4
Mathematics	11	.161	1.8	.099	1.1
Physical Sciences	27	.129	3.5	.087	2.3
Social Sciences	39	.391	15.2	.092	3.6
Total	230		57.0	54 ²	24.9
					37 ³

Note: The weighted proportion refers to the number that would have been hired had hiring patterns by discipline been fully congruent with the proportion of available Ph.D. degree holders.

- ¹This is not an exhaustive list of fields, total number hired including Health Sciences, Law and Business is 349.
²The number of women hired (54) is not statistically different (95% confidence) from the weighted proportion (57).
³The number of minorities hired (37) is statistically greater (95% confidence) than the weighted proportion (24.9).

Source: National Research Council Summary Reports, Doctorate recipients from United State Universities, 1980-81. Information Systems and Services, Corporate Personnel System, April and December Reports 1983-1985.

III. STAFF AND MANAGEMENT AFFIRMATIVE ACTION

A. Statistical Profile

Over the decade between 1975 and 1985, the University has achieved significant gains in the representation of both minorities and women in staff and management positions.

Table III-1 illustrates changes over time in the proportion of minorities and women within each of the EEO-6 categories for staff and management: Executive/Administrative/Managerial, Professional/Non-Faculty, Secretarial/Clerical, Technical/Paraprofessional, Skilled Crafts, and Service/Maintenance. The first four columns of Table III-1 show the percentages of both minorities and women within each EEO-6 category during the years 1975 and 1985, respectively. The fifth and sixth columns show percentage changes between 1975 and 1985 for minorities and women within each occupational category.

As Table III-1 indicates, minority representation has improved in all EEO-6 categories for staff and management since 1975. In the Executive/Administrative/Managerial category, the proportion of minorities rose by 4.3 percent, and minorities now represent 14.4 percent of this occupational category. The largest gains in minority representation occurred in the Skilled Crafts and Service/Maintenance categories, where the proportion of minorities increased by 7.9 percent and 8.0 percent, respectively; minorities now comprise 26.8 percent of the Skilled Crafts and 66.8 percent of the Service/Maintenance category. Minorities also increased by 6.8 percent in the Secretarial/Clerical category, to 35.2 percent of the total, and by 4.8 percent in the Technical/Paraprofessional category, where they now comprise 39.4 percent of the total.

Women gained in four of the six EEO-6 categories for staff and management. The most dramatic gain occurred in the Executive/Administrative/Managerial category, where the proportion of women increased by 19 percent; women now comprise 42.8 percent of executives, administrators, and managers at the University. The proportion of women also increased, by 7.8 percent, in the Professional/Non-Faculty category, where they now comprise 69.6 percent of the total; by 3.1 percent in the Technical/Paraprofessional category, where women are now 52.8 percent of the total; and by 3.8 percent in the Skilled Crafts, where women currently comprise 6.4 percent of employees in this occupational category.

The proportion of women decreased in two categories. Women decreased by 2.6 percent in the Service/Maintenance category and now comprise 33.5 percent of employees in this occupational group. The proportion of women also decreased, by 1.3 percent, in the Secretarial/Clerical category. However, the latter change may be viewed as a positive result from the standpoint of affirmative action, reflecting inroads in diversifying an historically female-dominated occupational category; women now comprise 85.5 percent of employees within this occupational group.

In summary, the statistics show overall progress for both minorities and women within almost all categories of staff and management at the University of California. Minorities have made consistent gains in all occupational categories over the past decade. Women, as a group, achieved the most dramatic gains at the uppermost levels of the staff workforce.

TABLE III-1

Percent and Percentage Change of
Minorities and Women within EEO-6 Categories
for Management and Staff Personnel

EEO-6 Category	1975 Percent		1985 Percent		Percentage Change 1975-1985	
	Minorities	Women	Minorities	Women	Minorities	Women
Executive/ Administrative/ Managerial/	10.1	23.8	14.4	42.8	+4.3	+19.0
Professional/ Non-Faculty	18.8	61.8	23.3	69.6	+4.5	+7.8
Secretarial/ Clerical	28.4	86.8	35.2	85.5	+6.8	-1.3
Technical/ Paraprofessional	34.6	49.7	39.4	52.8	+4.8	+3.1
Skilled Crafts	18.9	2.6	26.8	6.4	+7.9	+3.8
Service/ Maintenance	58.8	36.1	66.8	33.5	+8.0	-2.6

Source: Biennial EEO-6 Reports. Breakdowns for individual minority groups are shown in Table A-1 in Appendix. Table A-2 in Appendix provides more specific data on the distribution of employees by sex within each minority group.

B. Programmatic Evaluations

This part of the report examines affirmative action programs for staff and management, with emphasis on the University's Employee Affirmative Action Development Programs.

The University of California follows a general policy of employee development for all staff and management personnel, irrespective of sex, race, ethnicity, or other non-job-related personal characteristics. Under this general policy, any employee may apply to his or her supervisor or department head to participate in on- or off-campus training programs, courses, seminars, conferences, and similar activities aimed at improving employees' performance in their present jobs or developing the skills, knowledge, and experience necessary for advancement and job mobility. Depending on the availability of departmental funds, the supervisor's assessment of the employee's training needs, and workload constraints, the department may provide support in the form of release time and/or payment of fees to participate in the program. Also under this policy, any career employee who meets the admission requirements of the University is eligible for a two-thirds fee reduction in order to enroll in regular academic coursework.

In addition to, and distinct from, such general employee development activities is the Employee Affirmative Action Development Program. The Program was initiated in 1978 with \$604,700 in State General Funds and \$300,000 in University Opportunity Funds. It is intended to provide employee training and development in support of equal employment opportunity and affirmative action for targeted groups, primarily minorities and women.

It is important to keep in mind the relationship between the Employee Affirmative Action Development Program and the University's broader affirmative action personnel program, established in 1973 pursuant to Executive Order 11246 and the 1972 Education Amendments to Title VII of the Civil Rights Act. Under the Executive Order, campuses are required to develop written Affirmative Action Plans, including identification of "goals and timetables" for hiring members of protected classes, and to establish numerous other administrative procedures in order to implement such Plans and monitor compliance with Federal regulations. Throughout most of the 1970s, the University's affirmative action efforts were focused in that area, concentrating particularly on outreach and external recruitment activities in order to attract minorities, women, and other protected-class members into areas of the University workforce where they were underutilized.

By the late 1970s, however, it became apparent that mere compliance with Federal regulations was not sufficient, and that additional programmatic efforts were needed. Although formal Affirmative Action Plans and hiring goals were effective in bringing greater numbers of minorities, women, and other protected-class members into the University workforce, a complementary strategy was needed in order to expand career development and advancement opportunities for those entering and already in the workforce.

The Employee Affirmative Action Development Program was instituted with this objective in mind. The primary targets of the Program are minorities, women, and other protected-class members who are current employees of the University. Program funds are reserved exclusively for employee training and development

activities, as distinct from administrative expenditures for the University's affirmative action program.

1. Overview

The Employee Affirmative Action Development Program consists of three separate components for faculty, staff, and management. The following sections review the Staff Affirmative Action Development Program and the Management Fellowship Program.

Staff and management programs are offered and administered at the campus level, based on general guidelines established by the Office of the President. Guidelines issued by the Office of the President for the Staff Affirmative Action Development Program include the following:

Priority should be given to funding projects which address the training and development needs of women and minority employees, particularly where such projects may assist in qualifying women and minorities for positions showing underutilization of protected classes, as identified by the (campus) affirmative action officers.

Funds allocated under this program are not intended to be used for indirect costs such as administrative salaries or office space.

Within these general guidelines, campuses are permitted considerable flexibility in designing specific programs tailored to their specific needs. The range of programmatic offerings in the staff development area is quite diversified:

- o Career Development Workshops
- o Staff Affirmative Action Scholarships
- o Technical Skills Training Programs
- o Staff Affirmative Action Internships
- o Management Skills Assessment Program

Each of these types of programs is reviewed below.

The Management Fellowship Program is characterized by a more uniform approach across campuses. The key feature of this program is the placement of selected Fellows under the mentorship of a senior management official. Fellowship funding is contingent upon approval by the Office of the President based on review of campus proposals. As indicated in the program guidelines, priority is given to funding proposals which are "responsive to future management needs and affirmative action goals of the campus for specific protected classes," and where the Fellowship will "provide an experience which significantly enhances the recipient's ability to compete more effectively for University management positions." Both senior-level staff and faculty members may be recipients of a Management Fellowship award.

2. Evaluation Criteria

The Staff Affirmative Action Development Program and the Management Fellowship Program are evaluated regularly by campuses and the Office of the President. For purposes of this review, three main criteria will be considered: targeting of intended groups, program costs, and program effectiveness.

- a) Targeting of intended groups. This refers to the demographic profile of program participants, specifically their breakdown by race and sex. Given that minorities and women are the primary targets of these programs, this factor should be reflected in the actual composition of program participants. It must be noted, however, that some programs are not limited exclusively to women and minorities, and other employees are also eligible to apply.
- b) Program costs. This criterion is examined primarily in terms of the comparative cost per participant of different programs.
- c) Program effectiveness. This refers to the relative effectiveness of programs in increasing career mobility among participants, as indicated by subsequent promotions or reclassifications. Two caveats are essential. First, due to the absence of a control group against which to compare the performance of program participants, no truly definitive assessment is possible. Data on subsequent promotions or reclassifications should therefore be treated as merely suggestive of the long-term effectiveness of different programs. Second, and equally important, some of the programs reviewed later in this report are designed primarily to provide skills assessment and development rather than to promote career mobility. While the overall aim of the Employee Affirmative Action Development Program is to enhance career mobility, specific components of the program must be assessed in terms of their own specific objectives.

3. Career Development Workshops

This type of program has been offered at most campuses, albeit with some variations in program structure and content, since 1978. In general, career development workshops take the form of small-group, lecture-and-discussion sessions over a period of several weeks, usually under the direction of an employment counselor or trainer. Participating employees are introduced to basic concepts of career planning and are encouraged to develop individualized career plans, identifying specific areas where further training or coursework may be necessary in order for the employee to prepare for the career goals which he or she has identified. In addition, participants are provided guidance on effective techniques for resume writing, job interviewing, and related matters.

A representative example of this type of program is the Mid-Career Planning and Development Program for Staff Women and Minority Employees at the Riverside campus. A total of 98 employees participated in the program over a three-year period, 92 of whom were minorities and/or women. Program costs averaged \$58 per participant. 14 program participants later received promotions or upward reclassifications, although it is impossible to determine the extent to which this was attributable to the effects of the Program itself, for reasons given above. Nevertheless, employee response to the Program was quite favorable, and demand for the Program led subsequently to its incorporation as part of the regular employee development program offerings provided through the campus Personnel Office.

One of the main attractions of this type of program is its generally low cost in comparison with other types of employee development programs. The main limitation, however, is that short-term career counseling cannot be expected to produce significant long-term results in the majority of cases. Career

development workshops represent only a necessary first step; once the employee has formulated a realistic career development plan, additional resources and programmatic offerings must be made available to bring the plan to fruition.

For these reasons, Employee Affirmative Action Development Program funds have been used primarily as "seed" money to initiate career development workshops at the campuses, especially during the earlier years of the Program. In addition to Riverside, the Berkeley, Davis, Irvine, Los Angeles, and San Diego campuses initiated programs of this type during 1978-81. Once established, these programs have in most cases been integrated with regular employee training and development offerings provided through the campus Personnel Office, freeing Affirmative Action Development funds to support other types of programmatic activities, as described below.

4. Staff Affirmative Action Scholarships

This type of program provides small grants to support specific training activities and special coursework. Staff scholarships are often used in conjunction with, or as a follow-up to, career development workshops in order to address specific training needs identified in the employee's career plan. This type of programmatic approach has been emphasized particularly at the Irvine, Riverside, San Francisco, San Diego, and Santa Cruz campuses.

At the Irvine campus, for example, 266 staff scholarships were awarded from Employee Affirmative Action Development funds between 1978 and 1984. Of the award recipients, 257, or 97 percent, were minority and/or female staff employees. The average size of award was \$244 per participant. The awards have been used primarily to provide payment of fees for academic coursework, attendance at professional conferences, and similar activities related to the employee's specific career goals. Participant evaluations have been extremely favorable, and the program is consistently oversubscribed.

It is again difficult, however, to assess the impact of such programs on subsequent job mobility. This is true not only because of the lack of a control group, but also because scholarship awards tend to be relatively small and are used to support specific educational and training activities of limited duration. Thus, as viewed by program participants themselves, the primary benefit of such awards is most often viewed in terms of the immediate, tangible effect in allowing participants to attend school and accumulate course credits and other qualifications leading toward an eventual degree or license. Scholarships are also of immediate benefit in developing specific job skills useful in the employee's current job.

The immediate benefits that this type of program can provide are illustrated by the Minority Nurse Education Support Program, introduced at the San Francisco campus beginning in 1981-82. Nursing education is both an expensive and a lengthy undertaking, and the terminal objective of an undergraduate or graduate degree can take 6 to 8 years if pursued on a part-time basis. In view of that, the Program has been designed to provide repeat awards to participating employees over a multi-year period, and to provide somewhat larger awards than in the case of other scholarship-type programs. In 1983-84, for example, awards averaged approximately \$1,370 per participant, and were used to cover both partial salary support and books and fees in order for participants to attend school while working. A total of 19 employees have been served by the Program since its inception, all of whom have been minorities

and/or women. Of the 19, two have thus far received promotions, one from Licensed Vocational Nurse to Clinical Nurse I, the other from Clinical Nurse III to Administrative Nurse I. A better indicator of the success of the Program, however, is that all the remaining participants show continuing progress toward a qualifying degree and/or license in their chosen area, as indicated by academic accomplishments which are measurable on a quarterly or semester unit basis from year to year. The following participant responses are typical:

With the help of the Minority Nurse Education Support Program I have been allowed to continue my nursing education. This program is a great benefit for people like myself who otherwise would not have been able to continue their educational endeavor, without the support of MNESP.

This [program] has been a great help to me as encouraging me to continue and a relief that my assistance to my parents [from working] can continue. If this program were not available now I couldn't continue to go to school.

The Minority Nurse Education Support Program assisted my pursuit to my nursing education. It allowed time, money and energy to concentrate on my masters studies. Without the fund, I probably would have not been able to continue in my full course work and study and gain from the program. I feel the minority support [program] is beneficial and necessary for all people of color.

5. Technical Skills Training Programs

These types of programs are targeted at specialized, technical job classifications, where minorities and women tend to be underrepresented. Such programs typically utilize a combination of classroom and on-the-job training in order to impart the basic technical skills needed to advance into technical occupations.

An example is the Pharmacy Technician Training Program, introduced at the UC San Diego Medical Center in 1979-80. This program involved a 20-week course of instruction, including both classroom instruction and on-the-job training. 19 employees participated in the program at an average cost of \$163 per participant. (However, this cost reflects only Employee Affirmative Action Development funding, and does not include other costs borne by the Medical Center.) 12 employees successfully completed the course, of whom four, including three white females and one Hispanic female, were subsequently hired as Pharmacy Technicians at the Medical Center.

The success of the initial program spawned similar programmatic efforts for other technical classifications at the Medical Center. In 1980-81, the Respiratory Therapist Program was initiated with support from Employee Affirmative Action Development funding; of six trainees, three were hired into the Department of Respiratory Therapy, including two black females and one black male. Subsequently, the Medical Center has introduced a Health Careers Technical Training Program, designed to provide a nine-week "core" introduction to hospital systems, medical terminology, and basic anatomy and physiology, and has also developed a Dietary Traineeship Program, targeted at the Dietetic Assistant job classification. Outcome data for the latter programs are not yet available.

Santa Barbara is another campus that has emphasized this type of technical skills training program. Based on areas of underutilization identified in the campus Affirmative Action Plan, the campus introduced specific training programs for Computer Operators/Word Processors, Storekeepers, and Publications and Library Assistants. The Library Assistant Training Program, for example, involved a 12-week course in which selected employees were provided with partial release time from their regular positions in order to learn automated cataloging and bibliographic search techniques. A total of 21 employees participated in the various training programs over a three-year period at an average cost of \$839 per participant. All participants were minorities and/or women. Of the 21, ten subsequently received promotions or upward reclassifications at the Santa Barbara campus, and one received a promotional transfer to another University campus.

As these results suggest, the main advantage of this type of technical skills training program is that it can produce fairly dramatic, short-term results at relatively low cost. The main limitation, however, is that this programmatic approach is most suited to paraprofessional job classifications requiring basic technical skills, but is less well suited to other occupational areas and levels of the workforce.

6. Staff Affirmative Action Internships

These programs provide participants with an opportunity to intern in, and gain exposure to, a higher-level job classification to which they aspire. Internships are generally reserved for those in upper-level staff classifications (e.g., Administrative Assistant II or equivalent and above), although there are differences among campus programs in this regard. The Clerical Internship Program at the Riverside campus, for example, is targeted at the Administrative Assistant II level and below, while the Davis campus Mid-Management Internship Program is aimed at a somewhat higher level and is intended to provide opportunities for staff employees to move into entry-level management and/or supervisory positions. The Santa Barbara campus combines elements of both: the Middle Management Internship Program is designed to provide opportunities to move into management, while the Career Experience Development Program permits those at lower classifications to intern in the positions vacated by candidates selected for the mid-management program.

A total of 41 staff internships have been supported from Employee Affirmative Action Development funds, all of which have been awarded to minority and/or female staff employees. The main obstacle to expanded use of internships is the higher salary-replacement costs of this type of program as compared to others: the average cost per participant for all internships was \$4,734, and this figure was considerably higher in the case of full-time internships extending over a period of several months. The average cost of a full-time internship for six months was approximately \$16,200. For this reason, staff internships can be offered in most cases only on a part-time basis, usually for 12 to 16 weeks. This can pose a problem not only because of the limited duration of the internship experience, but also because participants must split their time between their regular jobs and the internship assignments.

Nevertheless, despite their cost, and despite the fact that they can be offered only on a part-time basis in most cases, internships have proved to be among the most effective of all Staff Affirmative Action Development Programs. Of the 41 staff internships funded, 18 recipients have subsequently assumed

higher-level positions within the University, a "success" rate of 44 percent. In addition, another two have accepted higher-level positions outside the University.

As might be expected, the "success" rate tends to be higher than the average --50 percent--for full time, longer-term internships than in the case of part-time, shorter-term placements. However, because of the lower cost of the latter, they can be offered more frequently. Thus, even with a somewhat lower "success" rate, part-time, short-term internships have contributed to a greater absolute number of promotions and upward reclassifications. Even where internships do not lead directly to advancement, the knowledge and experience gained can be of immediate benefit in improving employees' performance on their current jobs.

7. Management Skills Assessment Program

The Management Skills Assessment Program (MSAP) was initiated in 1978-79 as part of an intercampus, collaborative effort among the northern campuses of the University. It is aimed primarily at mid-level administrative and professional staff employees (e.g., Administrative Analysts, Management Services Officers).

MSAP is designed to provide a rigorous assessment of management skills, including areas of weakness as well as areas of strength. It is not, however, a training program. While the assumption inherent in the program is that employees will be encouraged to improve on-the-job effectiveness and to develop skills needed for advancement, the primary and immediate objective is to provide participants with a realistic, candid, and thorough appraisal of their skills and potential for management positions.

MSAP is conducted as an in-residence, three-to-five day program, during which participants perform individual and group exercises simulating management activities, such as problem solving with a group, analyzing financial data, and planning and organizing administrative tasks. After each exercise, participants evaluate themselves and also obtain oral and written feedback from University managers, who act as assessors. Both the assessees and the assessors prepare summary reports which serve as the basis for a closing interview, during which individual development plans are formulated. In addition, upon return to their home campuses, employees are encouraged to meet with their supervisors to review the assessment data in relation to their present job responsibilities and discuss individual development plans.

While it is difficult to measure the effects of such a short-term program in any precise, quantitative way, it is clear that participants themselves view MSAP as highly beneficial. The following responses are typical of most assessees:

What the Assessment Program has is credibility. I believed what was said about me. I came away with a clear picture of my strengths and 'areas of needed improvement' and a new-found confidence in my ability to do my job.

The Management Skills Assessment Program was extremely helpful in validating skills I had by was uneasy about using. Working with the groups and the assessors made me realize that my organizational and leadership skills were indeed just that, and not me being 'pushy' or 'bossy.'

The Management Skills Assessment Program is both a key and a mirror. The key unlocks the doors to our inner selves--the core to who we are; the mirror lets us see ourselves as others see us.

In addition, the benefits of the program extend beyond the assessees themselves, as the following comments of assessors and supervisors testify:

The Program spurred me to assess the developmental needs of my own staff, to identify candidates for advancement, and to seek broader professional opportunities for myself. (assessor)

The Assessment Program was one of the most personally rewarding activities in which I participated...I believe it is one of the best developmental tools we can offer UC employees. (assessor)

My employee returned with a clearer, more active approach to her own professional development, which made my job as a manager easier. (supervisor)

_____ had always been a top-notch staff analyst, but came back from the Assessment Program with a completely new attitude toward management. She realized it was an important area of activity, devoted serious attention to it, and succeeded in handling a very difficult situation in the office. I am tremendously impressed. (supervisor)

Demand for the Program has grown to the extent that in 1983-84, a separate southern campus program was established, administered by the Irvine campus. The northern campus Program continues to be administered by the Berkeley campus and is offered twice yearly. Between 36 and 42 assessees and 12 to 14 assessors from University management attend each session.

Over 600 staff employees have participated in MSAP since its inception, of which approximately 77 percent have been women and 36 percent minority staff employees. Depending on the location of the employee's home campus, cost per participant for fees and transportation now averages between \$350 and \$574, which is equal to or below the cost of similar commercial programs.

8. Management Fellowship Program

Research in the field of management development suggests that individual mobility within the corporate world depends most critically on opportunities to perform non-routine, highly visible assignments, as well as the adoption by mentors at all levels in the organization but particularly those closest to the top. The Management Fellowship Program is designed to provide such opportunities within the University.

Management Fellowships are established under the mentorship of a senior management official, typically at the level of Vice Chancellor or above. Fellowships usually run from six months to a year on a full-time basis. A Fellowship plan, including identification of assignments and responsibilities, is worked out jointly between the Fellow and the mentor. The mentor and the Fellow meet regularly to assess progress, and both are expected to complete a summary evaluation at the conclusion of the Fellowship period. While selection as a Fellow does not lead automatically to a promotion at the conclusion of the Program, it is expected that the experience will enhance the Fellow's

opportunity to be a strong candidate for managerial positions that become available in the future.

Management Fellowships are the most expensive of the types of programs considered in this evaluation, since they involve salary reimbursement for those who usually are already in a senior staff professional or academic position. In some cases funds have been provided to support academic acceleration where the lack of appropriate credentials poses an immediate barrier to career mobility. In 1985-86, the average cost per participant of the Management Fellowship Program was \$20,601, all of which took the form of salary replacement.

Based on evaluations of the Program, the Office of the President has established the following priorities in reviewing campus Fellowship proposals for possible funding. Preference is currently given to proposals in which:

- 1) a management vacancy can be projected in the near future for which the Fellow could be a serious candidate,
- 2) the Fellowship plan provides for direct involvement in broader management functions, rather than special projects or analytical assignments, and
- 3) financial support is contributed by the campus to supplement Employee Affirmative Action Development funds from the Office of the President.

All Management Fellowships awarded since the inception of the Program have gone to women and/or minority employees, including a representative distribution across the major racial and ethnic groups.

The most recent Program evaluation data are from 1983. 60 Fellows had completed the Program by that time. Of the 60, 28 are representative of the success of the program in promoting career mobility:

- o Nine were promoted into the University Management Program.
- o Three academic appointees were promoted within the academic ranks.
- o Ten staff appointees were promoted into higher-level staff classifications.
- o Six Fellows accepted higher-level professional positions outside the University.

These results are consistent with, and have contributed to, the broader overall change that has occurred among the University's executives, administrators, and managers since 1977: the percentage of minorities has increased from 10.1 percent to 14.4 percent, and the percentage of women from 28.6 percent to over 42.8 percent of this Federal Occupational Category.

9. Conclusion

Based on the three criteria established at the outset, this review of the University's Employee Affirmative Action Development Programs for staff and management has shown the following:

- a. Targeting of intended groups. All of the specific types of programs reviewed show a very high rate of participation on the part of women and minority employees. The programs are serving their intended target groups.
- b. Program costs. Costs vary considerably across different types of programs, ranging from \$58 per participant for Career Development Workshops to approximately \$20,601 for Management Fellowships. The majority of programs, however, fall at the low end of the spectrum. For more expensive programs, the primary cost factor involved is salary replacement for program participants, especially when the program is offered on a fulltime basis over an extended period of time. Nevertheless, per capita expenditures in all cases appear reasonable when differences in the duration, level, and extent of participant involvement in specific programs are taken into account.
- c. Program effectiveness. Although no definitive scientific assessment is possible, the data suggest that some types of programs may be more effective than others in promoting job mobility. Technical skills training programs appear to be particularly effective in this regard, although their usefulness is primarily limited to paraprofessional classifications requiring basic technical skills. At other levels of the workforce, internship and fellowship-type programs appear most effective and best suited to the needs of employees. In this respect, the more expensive programs generally tend to be more effective, since they permit both a more intensive and extensive development experience.

However, the "effectiveness" of programs cannot be assessed solely on the basis of job mobility or promotion rates. Other types of programs, even though they may have no direct, measurable impact on job mobility, are equally important if judged on the basis of employee response and demand. Examples include Career Development Workshops and the Management Skills Assessment Center Program, which provide the employee with a starting point from which to consider job and career options. Even apart from career mobility, such programs are of immediate benefit in contributing to employee morale, satisfaction, and productivity in their current jobs, and are consistently among the most popular and oversubscribed staff programs.

These conclusions lead to a final point which has not yet been considered in this review: the level of program offerings in relation to programmatic need. Over 35,000 of the University's career staff workforce--78 percent--are women and/or minority employees. Existing staff and management programs are addressed particularly to this population and have developed the specific components necessary for a coherent and effective overall program. But the fact remains that, in relation to the sheer size of the population to be served, existing programmatic efforts have only scratched the surface and are far short of meeting demonstrable employee needs and demand. Significant additional resources are required to extend opportunities for employee development to a broader spectrum of the University's staff workforce.

APPENDIX

Table A-1

**Distribution of Career Management and Staff Personnel
by Ethnicity within EEO-6 Categories
Universitywide
1975, 1977, 1979, 1981, 1983, 1985 a/**

	Grand Total	White	Total Minorities	Black	Hispanic	Asian	Am Indian
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Executive/Administrative/ Managerial							
1975 Number	1661	1493	168	92	35	30	11
Percent	100.0	89.9	10.1	5.5	2.1	1.8	.7
1977 Number	1562	1405	157	89	36	30	2
Percent	100.0	89.9	10.1	5.7	2.3	2.0	.1
1979 Number	1707	1503	204	101	47	45	11
Percent	100.0	88.1	11.8	5.9	2.7	2.6	.6
1981 Number	1793	1558	235	103	62	61	9
Percent	100.0	86.9	13.1	5.7	3.5	3.4	.5
1983 Number	1888	1624	264	123	69	63	9
Percent	100.0	86.0	14.0	6.5	3.6	3.4	.5
1985 Number	2054	1758	296	140	77	67	12
Percent	100.0	85.6	14.4	6.8	3.7	3.3	.6
Professional/Non-Faculty							
1975 Number	10,371	8428	1943	488	318	1070	67
Percent	100.0	81.3	18.8	4.7	3.1	10.3	.7
1977 Number	12,082	9748	2334	539	406	1339	50
Percent	100.0	80.7	19.4	4.5	3.4	11.1	.4
1979 Number	13,016	10,341	2675	601	455	1565	54
Percent	100.0	79.5	20.5	4.6	3.5	12.0	.4
1981 Number	13,814	10,839	2975	659	536	1733	47
Percent	100.0	78.5	21.5	4.8	3.9	12.5	.3
1983 Number	14,845	11,520	3325	736	635	1902	52
Percent	100.0	77.6	22.4	4.9	4.3	12.8	.4
1985 Number	16,171	12,406	3765	835	726	2144	60
Percent	100.0	76.7	23.3	5.2	4.5	13.2	.4

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	Grand Total	White	Total Minorities	Black	Hispanic	Asian	Am Indian
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Secretarial/Clerical							
1975 Number	15,285	10,940	4345	1933	1208	1017	187
Percent	100.0	71.6	28.4	12.6	7.9	6.7	1.2
1977 Number	16,402	11,570	4832	2033	1478	1194	127
Percent	100.0	70.5	29.5	12.4	9.0	7.3	.8
1979 Number	16,735	11,590	5145	2102	1655	1260	128
Percent	100.0	69.3	30.7	12.5	9.9	7.5	.8
1981 Number	17,425	11,769	5656	2305	1793	1412	146
Percent	100.0	67.5	32.4	13.2	10.3	8.1	.8
1983 Number	16,989	11,203	5786	2335	1878	1431	142
Percent	100.0	65.9	34.1	13.7	11.1	8.4	.8
1985 Number	16,930	10,972	5958	2341	1922	1545	150
Percent	100.0	64.8	35.2	13.8	11.4	9.1	.9
Technical/Paraprofessional							
1975 Number	4726	3091	1635	906	381	288	60
Percent	100.0	65.4	34.6	19.2	8.1	6.1	1.3
1977 Number	5351	3509	1842	943	475	388	36
Percent	100.0	65.6	34.4	17.6	8.9	7.3	.7
1979 Number	5461	3460	2001	950	530	489	32
Percent	100.0	63.4	36.6	17.4	9.7	8.9	.6
1981 Number	5489	3412	2077	931	545	567	34
Percent	100.0	62.2	37.8	17.0	9.9	10.3	.6
1983 Number	5586	3417	2169	939	554	636	40
Percent	100.0	61.2	38.8	16.8	9.9	11.4	.7
1985 Number	5498	3330	2168	885	585	664	34
Percent	100.0	60.6	39.4	16.1	10.6	12.1	.6

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	Grand Total	White	Total Minorities	Black	Hispanic	Asian	Am Indian
Skilled Crafts							
1975 Number	1324	1074	250	82	91	34	43
Percent	100.0	81.1	18.9	6.2	6.9	2.6	3.2
1977 Number	1527	1227	300	94	131	50	25
Percent	100.0	80.4	19.6	6.2	8.6	3.3	1.6
1979 Number	1559	1206	353	122	142	67	22
Percent	100.0	77.4	22.6	7.8	9.1	4.3	1.4
1981 Number	1606	1213	393	140	155	71	27
Percent	100.0	75.5	24.5	8.7	9.7	4.4	1.7
1983 Number	1522	1131	391	134	161	72	24
Percent	100.0	74.3	25.7	8.8	10.6	4.7	1.6
1985 Number	1552	1136	416	145	180	65	26
Percent	100.0	73.2	26.8	9.3	11.6	4.2	1.7
Service/Maintenance							
1975 Number	5259	2165	3094	2043	714	252	85
Percent	100.0	41.2	58.8	38.8	13.6	4.8	1.6
1977 Number	5399	2187	3212	1979	873	318	42
Percent	100.0	40.5	59.5	36.7	16.2	5.9	.8
1979 Number	5167	1979	3188	1828	942	376	42
Percent	100.0	38.3	61.7	35.4	18.2	7.3	.8
1981 Number	5351	2012	3339	1843	1007	447	42
Percent	100.0	37.6	62.4	34.4	18.8	8.4	.8
1983 Number	5040	1776	3264	1729	1010	484	41
Percent	100.0	35.2	64.8	34.3	20.0	9.6	.8
1985 Number	4880	1620	3260	1609	1075	535	41
Percent	100.0	33.2	66.8	33.0	22.0	11.0	.8

g/ Source of information for the years 1975-85 from biennial
EEO-6 reports.

Table A-2
University of California
Distribution of Career Management and Staff
Personnel by Sex Within EEO-6 Categories
Universitywide
1975, 1977, 1979, 1981, 1983, 1985^{a/}

	Grand Total	MALE					FEMALE					American Indian	
		Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic		Asian
Executive/Administrative/ Managerial	1975 Number	1,661	1,265	68	27	24	9	396	356	24	8	6	2
	Percent	100.0	76.2	4.1	1.6	1.4	.5	23.8	21.4	1.4	.5	.4	.1
	1977 Number	1,562	1,115	63	30	23	2	447	408	26	6	7	0
	Percent	100.0	71.4	4.0	1.9	1.5	.1	28.6	26.1	1.7	.4	.5	0
	1979 Number	1,707	1,139	73	33	29	9	568	508	28	14	16	2
	Percent	100.0	66.7	4.3	1.9	1.7	.5	33.3	29.8	1.6	.8	.9	.1
1981 Number	1,793	1,115	63	35	31	5	678	577	40	27	30	4	
Percent	100.0	62.2	54.7	3.5	2.0	1.7	.3	37.8	32.2	2.2	1.5	1.7	.2
1983 Number	1,888	1,122	978	40	35	35	3	766	646	57	29	28	6
Percent	100.0	59.4	51.8	3.5	2.1	1.9	.2	40.6	34.2	3.0	1.5	1.5	.3
1985 Number	2,054	1,174	1,026	44	32	32	4	880	732	72	33	35	8
Percent	100.0	57.2	50.0	3.3	2.1	1.6	.2	42.8	35.6	3.5	1.6	1.7	.4
Professional/Non-Faculty	1975 Number	10,371	3,964	201	162	308	28	6,407	5,163	287	156	762	39
	Percent	100.0	38.2	1.9	1.6	3.0	.3	61.8	49.8	2.8	1.5	7.3	.4
	1977 Number	12,082	4,315	199	186	401	21	7,767	6,240	340	220	938	29
	Percent	100.0	35.7	1.6	1.5	3.3	.2	64.3	51.6	2.8	1.8	7.8	.2
	1979 Number	13,016	4,514	224	207	471	25	8,502	6,754	377	248	1,094	29
	Percent	100.0	34.7	1.7	1.6	3.6	.2	65.3	51.9	2.9	1.9	8.4	.2
1981 Number	13,814	4,663	229	232	508	23	9,151	7,168	430	304	1,225	24	
Percent	100.0	33.8	1.7	1.7	3.7	.2	66.2	51.9	3.1	2.2	8.9	.2	
1983 Number	14,845	4,705	246	266	528	20	10,143	7,875	490	369	1,374	32	
Percent	100.0	31.7	1.7	1.8	3.6	.1	68.3	53.0	3.3	2.5	9.3	.2	
1985 Number	16,171	4,911	265	275	562	19	11,260	8,616	670	461	1,582	41	
Percent	100.0	30.4	1.6	1.7	3.5	.1	69.6	53.3	3.5	2.8	9.8	.3	

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	Grand Total	MALE					FEMALE						
		Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian
Secretarial/Clerical													
1975 Number	15,285	2,010	1,289	309	222	168	22	13,275	9,651	1,624	986	849	165
Percent	100.0	13.2	8.4	2.0	1.5	1.1	.1	86.8	63.1	10.6	6.5	5.6	1.1
1977 Number	16,402	2,214	1,423	334	265	180	12	14,188	10,147	1,599	1,213	1,014	115
Percent	100.0	13.5	8.7	2.0	1.6	1.1	.1	86.5	61.9	10.4	7.4	6.2	.7
1979 Number	16,735	2,274	1,448	334	283	194	15	14,461	10,142	1,768	1,372	1,066	113
Percent	100.0	13.6	8.7	2.0	1.7	1.2	.1	86.4	60.6	10.6	8.2	6.4	.7
1981 Number	17,425	2,499	1,565	363	305	249	17	14,926	10,204	1,942	1,488	1,163	129
Percent	100.0	14.3	9.0	2.1	1.8	1.4	.1	85.7	58.6	11.1	8.5	6.7	.7
1983 Number	16,989	2,437	1,489	371	322	239	16	14,552	9,714	1,964	1,556	1,192	126
Percent	100.0	14.3	8.8	2.2	1.9	1.4	.1	85.7	57.2	11.6	9.2	7.0	.7
1985 Number	16,930	2,457	1,505	367	309	256	20	14,473	9,467	1,974	1,613	1,289	130
Percent	100.0	14.5	8.9	2.2	1.8	1.5	.1	85.5	55.9	11.7	9.5	7.6	.8
Technical/Paraprofessional													
1975 Number	4,726	2,378	1,746	292	160	148	32	2,348	1,345	614	221	140	28
Percent	100.0	50.3	37.0	6.2	3.4	3.1	.7	49.7	28.5	13.0	4.7	3.0	.6
1977 Number	5,351	2,517	1,803	317	190	191	16	2,834	1,706	626	285	197	20
Percent	100.0	47.0	33.7	5.9	3.6	3.6	.3	53.0	31.9	11.7	5.3	3.7	.4
1979 Number	5,461	2,481	1,744	303	198	222	14	2,980	1,716	647	332	267	18
Percent	100.0	45.4	31.9	5.5	3.6	4.1	.3	54.6	31.4	11.8	6.1	4.9	.3
1981 Number	5,489	2,520	1,710	316	218	263	13	2,969	1,702	615	327	304	21
Percent	100.0	45.9	31.2	5.8	4.0	4.8	.2	54.1	31.0	11.2	6.0	5.5	.4
1983 Number	5,586	2,570	1,719	339	221	275	16	3,016	1,698	600	333	361	24
Percent	100.0	46.0	30.8	6.1	4.0	4.9	.3	54.0	30.4	10.7	6.0	6.5	.4
1985 Number	5,498	2,595	1,709	340	239	297	10	2,903	1,621	545	346	367	24
Percent	100.0	47.2	31.1	6.2	4.3	5.4	.2	52.8	29.5	9.9	6.3	6.7	.4

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	Grand Total	MALE						FEMALE					
		Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian
Skilled Crafts													
1975 Number	1,324	1,289	1,045	80	88	33	43	35	29	2	3	1	0
Percent	100.0	97.4	79.0	6.0	6.6	2.5	3.3	2.6	2.2	.2	.2	.1	0
1977 Number	1,527	1,488	1,198	92	125	48	25	39	29	2	6	2	0
Percent	100.0	97.4	78.5	6.0	8.2	3.1	1.6	2.6	1.9	.1	.4	.1	0
1979 Number	1,559	1,478	1,146	117	130	63	22	81	60	5	12	6	0
Percent	100.0	94.8	73.5	7.5	8.3	4.0	1.4	5.2	3.8	.3	.8	.3	0
1981 Number	1,606	1,517	1,149	133	142	67	26	89	64	7	13	4	1
Percent	100.0	94.5	71.5	8.3	8.8	4.2	1.6	5.5	4.0	.4	.8	.2	.1
1983 Number	1,522	1,437	1,074	127	146	67	23	85	57	7	15	5	1
Percent	100.0	94.4	70.6	8.3	9.6	4.4	1.5	5.6	3.7	.8	1.0	.3	.1
1985 Number	1,562	1,452	1,071	133	164	59	25	100	66	12	16	6	1
Percent	100.0	93.6	69.0	8.6	10.6	3.8	1.6	6.4	4.2	.8	1.0	.4	.1
Service Maintenance													
1975 Number	5,259	3,360	1,525	1,088	514	175	58	1,899	640	955	200	77	27
Percent	100.0	63.9	29.0	20.7	9.8	3.3	1.1	36.1	12.2	18.2	3.8	1.5	.5
1977 Number	5,399	3,490	1,547	1,086	606	222	29	1,909	640	893	267	96	13
Percent	100.0	64.6	28.7	20.1	11.2	4.1	.5	35.4	11.9	16.5	4.9	1.8	.2
1979 Number	5,167	3,354	1,396	1,027	642	263	26	1,813	583	801	300	113	16
Percent	100.0	64.9	27.0	19.9	12.4	5.1	.5	35.1	11.3	15.5	5.8	2.2	.3
1981 Number	5,351	3,476	1,421	1,056	660	311	28	1,875	591	787	347	136	14
Percent	100.0	65.0	26.6	19.7	12.3	5.8	.5	35.0	11.0	14.7	6.5	2.5	.3
1983 Number	5,040	3,343	1,284	1,025	671	334	29	1,697	492	704	319	150	12
Percent	100.0	66.3	25.5	20.3	13.3	6.6	.6	33.7	9.8	14.0	6.7	3.0	.2
1985 Number	4,880	3,245	1,168	976	722	356	33	1,635	462	633	353	179	8
Percent	100.0	66.5	23.7	20.0	14.8	7.3	.7	33.6	9.5	13.0	7.2	3.7	.2

s/ Source of information for the years 1975-85 from biennial EEO-6 reports.

3

The California State University

FACULTY AND STAFF AFFIRMATIVE ACTION
THE CALIFORNIA STATE UNIVERSITY

EMPLOYMENT UTILIZATION OF ETHNIC MINORITIES AND WOMEN 1983-1985

Employment Highlights

The full-time CSU work force as of October 31, 1985 was 27,003. Faculty were 11,721 (43.41%) of the total with the remaining 15,282 (56.59%) being staff. Women comprised 41.78% of the work force. Minorities were 22.86% of the work force with 10.35% females and 12.51% males. Blacks were 7.08% of the work force, with almost an even split between females (3.52%) and males (3.56%). Hispanics were 8.03% of the work force; 3.76% were females and 4.28% males. Asians comprised 7.07% of the CSU work force, with 4.30% males and 2.77% females. American Indians were 0.67% of the work force, with 0.30% females and 0.37% males. (Please see Table 1 and Figure 1).

Total Faculty. Comparisons of the 1983 and 1985 faculty compositions show only minor changes. The largest percentage increase occurred in female faculty; the percentage of women increased 1.25%, from 22.38% to 23.63%. Slight increases also occurred for total minorities, 0.62% (from 12.51% to 13.13%), Hispanics, 0.13% (from 3.21% to 3.34%), Asians, 0.50% (from 6.27% to 6.77%) and American Indians, 0.04% (from 0.43% to 0.47%). Blacks, however, decreased in faculty percentage by 0.06%, from 2.60% in 1983 to 2.54% in 1985. (Please see Figures 2 and 3).

Total Staff. Slight changes in the composition of the non-faculty staff was also the case from 1983 to 1985. The percentage of women increased to 55.71% from 54.79%, a 0.92% change. The total minority increase was 0.30%, reaching 30.32% in 1985. Blacks and Hispanics had slightly decreased percentages from 1983 to 1985. Blacks went from 10.75% to 10.57%, a 0.18% decrease and Hispanics decreased by 0.04% from 11.67% to 11.63%. Asians and American Indians increased by 0.46% and 0.07% to 7.30% and 0.83%, respectively. (Please see Figures 4 and 5).

Faculty by Tenure Status. The total full-time faculty for the CSU system was 11,721 in 1985. A total of 8824, or 75.28% was tenured. Tenure-track faculty numbered 1519, 12.96% of the faculty. The remaining 11.76% were lecturers. Thus 88.24% of the CSU faculty was tenured or tenure-track.

Tenured Faculty. The changes in the composition from 1983 to 1985 of the tenured faculty were slight. Women increased 0.39% to 19.29% and minorities increased 0.54% to 11.99%. Asians increased 0.29% and Hispanics increased 0.23% to reach 6.01% and 3.06%, respectively. American Indians increased by 0.02% to 0.45%. Blacks experienced no change; the percentage value remained at 2.47%. (Please see Table 2A and Figures 6 and 7).

Tenure-Track Faculty. The tenure-track female faculty increased 2.50% to 33.57% from 1983 to 1985. The ethnic minority increase was much less, increasing 0.64%. The percentage of minority tenure-track faculty was 18.37%. The percentage of Black tenure-track faculty dropped to 2.70%, decreasing 1.02% from 3.72%. Asians increased 1.42% to reach 10.47% of the tenure-track faculty. Hispanics and American Indians showed small gains of 0.14% and 0.10%, respectively. In 1985, the total percentage for Hispanics was 4.74% and 0.46% for American Indians. (Please see Table 2A and Figures 8 and 9).

Tenured and Tenure-Track Faculty. When tenured and tenure-track faculty are combined, only small changes result. Women faculty increased by 0.85% to 21.39% of the tenured and tenure-track faculty. Minorities increased by 0.63% to reach 12.93%. Hispanics, Asians and American Indians increased 0.24%, 0.49% and 0.03% to 3.31%, 6.66% and 0.45%, respectively. Blacks decreased by 0.14% to 2.50%. Numerically, the number of women in tenured and tenure-track positions increased by 121 over 1983. Minority faculty increased by 85, with Asians accounting for 61, Hispanics 30, and American Indians 4. Blacks decreased in number of tenured and tenure-track faculty by 10. (Please see Table 2B and Figures 10 and 11).

Lecturers. Women lecturers increased by 3.90% to 40.49%. Minority lecturers had a slight increase of 0.49% to 14.66%. Black and Asian lecturers increased 0.57% and 0.56% to 2.83% and 7.62%, respectively. Hispanics decreased 0.69% to 3.63%. American Indians increased 0.05% to 0.58%. (Please see Table 2B and Figures 12 and 13).

Staff by EEO-6 Categories¹

Executive, Administrative and Managerial. Changes in this category were substantial for female employees. The percentage of women increased from 23.47% to 33.61%, an increase of 10.14%. Minorities experienced an increase of 4.41%, from 15.28% to 19.69%. Among the minority groups, Blacks showed the largest percentage gain, 2.02%, from 6.26% to 8.28%. Asians increased 1.70% to 4.38%. Hispanics and American Indians increased slightly from 5.89% to 6.33% and from 0.45% to 0.69%, respectively. Some proportion of the increases for all the groups may be attributed to the restructuring of the CSU job families; many women and minorities who were in supervisory positions were moved into the Executive, Administrative and Managerial job category. (Please see Table 3A and Figures 14 and 15).

Professional Non-Faculty. Female employees experienced a substantial increase of 6.03% in this category; they were 48.60% of this category in 1983 and 54.63% in 1985. Ethnic minority increases were all less than 1%. Total minorities increased by 0.72%, to 25.09%. Hispanics, Asians and American Indians were 8.63%, 7.73% and 0.86% of this job category, respectively. Blacks decreased by 0.57%, dropping from 8.44% to 7.87%. (Please see Table 3A and Figures 16 and 17).

Secretarial/Clerical. This category was 93.81% female in 1985; an increase of 1.90% from 1983. Total minority representation increased 1.20% to 30.69%. The bulk of the increase was due to a 0.99% increase in Asians; they were 6.74% of the Secretarial/Clerical category in 1985. Blacks also increased, but slightly, to 9.84% of this category. Hispanics and American Indians decreased slightly to 13.27% and 0.84%, respectively. (Please see Table 3B and Figures 18 and 19).

¹The method of calculating EEO-6 figures was changed in 1984 to be consistent with definitions of management as imposed by HEERA. Changes occurred for all EEO-6 categories, but the Executive, Administrative and Managerial, Professional, Non-Faculty and Technical and Paraprofessional job categories were affected the most. These job categories all experienced increases.

Technical/Paraprofessional. Females decreased 1.21% from 54.14% to 52.93%, while minorities increased 2.16% to 25.05% in this job category. Blacks and Hispanics had increases of 1.23% and 1.27% to 7.52% and 8.47%, respectively. American Indians increased by 0.15% to 0.69% while Asians decreased by 0.50% to 8.36%. (Please see Table 3B and Figures 20 and 21).

Skilled Crafts. Females decreased by 12.45% in this category, dropping from 13.30% in 1983 to 0.85% in 1985. This decrease may be attributed to the restructuring of several job classes from the Skilled Crafts to the Secretarial/Clerical category. Minority representation in the Skilled Crafts category increased by 2.84% to 30.75%; interestingly, the total number of minorities did not change from 1983 to 1985. Percentage increases occurred for Hispanics, 1.63%, to 14.04%, and Asians, 1.23%, to 6.17%. Blacks showed a small increase of 0.11% to 9.56% while American Indians decreased to 0.97%, dropping by 0.13%. (Please see Table 3C and Figures 22 and 23).

Service/Maintenance. Females were 25.53% of this category in 1985; they experienced a slight increase of 0.88% from 1983. Minorities also increased slightly, 0.30%, to 30.32%. Hispanics, Asians and American Indians had small increases to 22.02%, 10.23% and 1.05%, respectively. Blacks decreased slightly to 23.52%. (Please see Table 3C and Figures 24 and 25).

Summary Comments

The analysis of the employment utilization of faculty and staff between 1983 and 1985 suggests a continuation of incremental growth for women and minority employees. The most pronounced change was the 1.25% increase of women in the faculty ranks. This increase occurred primarily in the tenure-track and lecturer ranks. Given the context of employee work force changes, (please see Tables 4A-C, 5A-D and 6), the change for female faculty is the largest in the ten years. The increase in female staff is the largest since 1977-1979. All other changes were either slight or due to movement of employees among job categories due to the restructuring of the CSU job families. While the slight progress of ethnic minorities in total faculty and total staff data may be disheartening, the slight decreases in Black faculty (-0.06%), Black staff (-0.18%) and Hispanic Staff (-0.05%) are cautionary. Efforts must be made to ensure that these are merely fluctuations, not trends.

NEW HIRES, PROMOTIONS AND SEPARATIONS, 1983-1985

FACULTY

New Hires. Table 7 summarizes the hiring activity in the CSU for the two-year period, 1983-1985. Of the 3700 faculty new hires made during that period, 115 (3.11%) were in the tenured ranks, 921 (24.89) in the tenure-track ranks, and 2664 (72.00%) were lecturers. Figure 26 compares the proportions of women and ethnic minority faculty new hires to the percentage of women and minorities in the 1983 CSU Work Force. Except for the faculty hired into tenured ranks, the new hire proportions differed little from the 1983 work force values. Women faculty, who were 18.90% of the 1983 CSU faculty were 6.96% of the new hires during 1983-85. Minorities, on the other hand, were hired in greater proportions (16.52%) than their proportion in the 1983 work force.

Promotions. Table 8 presents the summary of promotions which occurred in the CSU from 1983 to 1985. Promotion of faculty is presented in Figure 27. Of the tenured faculty promoted, 30.13% were women and 13.90% minority. These figures indicate that women and minorities received promotions greater than their percentage in the tenured faculty ranks. These numbers are difficult to interpret, since a large proportion of white males in the tenured faculty ranks are already full professors and cannot receive promotion. The proportions of women and minorities who were tenure-track faculty and received promotions were almost identical to their proportions in the 1983 work force. The data on lecturers who received promotions are based on too few cases (5) to warrant examination.

Separations. Table 9 presents data on faculty and staff separations during 1983-1985 and Figure 28 presents faculty separation data. Of the 1619 tenured faculty who separated from the CSU, 13.90% were women and 5.87% were minorities. As indicated in Figure 28, these proportions are less than the proportion of faculty in the 1983 work force. Similar comparisons of proportion of women in tenure-track positions who separated show a close match with the 1983 work force proportions, but minorities separated 3.43% lower than their work force percentage. Women lecturers also separated at a lower proportion than their work force percentage. Minority lecturers have a separation proportion similar to their work force percentage. In general, the faculty new hires, promotions and separations data showed that women and minority faculty were hired and promoted in proportions which equaled or exceeded their 1983 work force proportions, and they separated in proportions less than their work force proportions.

STAFF

New Hires. Table 7 presents the data for new hires of staff during 1983-1985. Figure 29 shows the proportions of female new hires in the executive, administrative and managerial, and professional non-faculty categories and total staff, along with the respective 1983 work force proportions. Except for minorities in the professional, non-faculty category, the new hire proportions were greater than the 1983 work force proportions. In the professional, non-faculty category, minorities were hired in a proportion 3.54% less than their work force proportion.

Promotions. The promotions data for 1983-1985 are presented in Table 8 and Figure 30. Figure 30 compares the proportion of women and minorities who received promotions to their proportion in the 1983 work force. The women in the executive, administrative and managerial category received 40.50% of the promotions although they were 23.47% of the 1983 work force. The same pattern of having a higher proportion of promotions than proportion of the work force held in all comparisons except for the case of minorities when total staff was considered. In that case, minority staff, who were 30.02% of the 1983 work force, received 28.21% of the promotions.

Separations. The separations data for staff are presented in Table 9 and Figure 31. In the categories considered in Figure 9, all the separation proportions for minorities and women were greater than their proportion in the 1983 work force. For total staff, the difference between separations proportion and work force proportion for minorities was very small. But for women, the difference was 8.56%. A considerably larger proportion of women separated in the executive, administrative and managerial category than their proportion in the work force; a difference of 12.63%. The staff data show that hiring and promotional activity are generally positive with respect to employment of women and minority staff members. The separations data show, however, that women, and in some job categories, and minorities are separating in higher proportions than the 1983 work force proportions; this factor would counteract the gains due to new hires and promotions.

SPECIAL AFFIRMATIVE ACTION PROGRAMS

In addition to the recruitment and retention efforts which are integral to the activities of staff and faculty personnel offices, the CSU maintains special affirmative action programs which support the retention and promotion of women and ethnic minorities.

Affirmative Action Faculty Development Program. The Affirmative Action Faculty Development Program, implemented in 1978, is directed at improving the retention and promotion rates of female and minority faculty. The Affirmative Action Faculty Development Program provides funds to support research and release time for female and minority faculty. From 1978 to 1984, this program served 865 female and 469 minority faculty; 88.6% of the program participants are still employed by the CSU. This program, along with general faculty programs such as Funds for Recruitment and Relocation Assistance to Faculty in Marketplace Hard-to-Hire Disciplines have been very helpful in improving CSU's chances of hiring more minority faculty.

Affirmative Action Faculty Development Educational Equity Awards. This program was initiated as a pilot program for the 1985-86 academic year. It was designed to support affirmative action faculty development objectives while emphasizing research and curriculum development incorporating the following goals:

- a) enhancing the academic experiences of all students through the introduction or modification of courses that stress or include topics generally associated with educational equity issues. These topics might address, but not be limited to: the legitimate and appropriate academic contributions and achievements of women, the disabled, and minority scholars; and the integration and sensitization of minority, the disabled, and women's issues with the curriculum as a whole.
- b) developing teaching strategies and methodologies which are particularly effective in supporting the educational and academic development of minority, disabled and women students particularly in those disciplines that currently may be experiencing the greatest degree of underrepresentation, such as math, science and engineering.
- c) improving the quality of instruction, faculty preparation, and teacher training through the initiation of research efforts which adequately respond to the changing demographics of our student populations and the concomitant implications for curriculum planning.

This programs has been enthusiastically supported by our campuses. In addition to meeting the affirmative action development needs of our faculty, it has had an important impact on the academic and educational experiences of students throughout the system. Such an approach has assisted our system in the attempt to respond to not only specific affirmative action employment goals but has clearly influenced the philosophical basis for how employment decisions can be made and educational opportunities effectively realized.

Administrative Fellows Program. The Fellows program places twelve CSU employees (both faculty and staff employees) each year in internships with upper level administrators who serve as mentors. The twelve fellows are selected from a list of nominees by campus presidents. This program has the important feature of assisting employees who already have knowledge of and experience in the CSU to assume major leadership positions. Since the inception of the Fellows program in 1978 to 1985, 101 women and ethnic minorities have received the training. Fifty-four of the fellows have since obtained higher administrative positions in the CSU, including a number of school dean positions. More importantly, the effectiveness of this program is not limited to the numbers of fellows who gain higher administrative positions. Many of the fellows will become both mentors and models for women and ethnic minority faculty and staff on CSU campuses.

Affirmative Action Professional and Staff Development Program. This program has been implemented to provide opportunities for career development and upward mobility for non-faculty staff. In the 1985-86 academic year, 93 staff development proposals were received, 18 were funded. Projects funded included (a) a multi-campus management skills institute for library employees in middle management positions, (b) the development of an employee assistance program which includes career guidance and career planning components and (c) basic skills training for employees in the service and maintenance areas. In addition to providing the training on the campuses, this program has enhanced the morale of staff employees by serving as an example of positive regard by campus administrations. The Professional and Staff Development Program has especially important affirmative action implications because it is directed toward CSU job categories which have high proportions of women and ethnic minorities.

Assistive Device Program This program is directed at both faculty and staff employees of the CSU who are disabled. The program provides funds to make available reasonable equipment or device accommodations and auxiliary aid to physical or mental limitations of otherwise qualified handicapped employees. This program has been effective in both enhancing the retention of faculty and staff and in encouraging the hiring of faculty and staff with disabilities.

The development of affirmative action programs and efforts in institutions of higher education has approached the point where the programs must do more than targeting populations and processes. The institutions must strive to provide educational programs and educational leadership to ensure that the training and knowledge are available to all segments of the population, so that equal employment opportunities can be more than a goal, but rather a realistic and viable expectation.

TABLE 1.
CSU Work Force, 1985
Staff and Faculty

		STAFF 1985			FACULTY 1985			FACULTY AND STAFF 1985		
		TOTAL	FEMALES	MALES	TOTAL	FEMALES	MALES	TOTAL	FEMALES	MALES
WHITE	NUMBER PERCENT	10648 69.68	6056 39.63	4592 30.05	10182 86.87	2432 20.75	7750 66.12	20830 77.14	8488 31.43	12342 45.71
BLACK	NUMBER PERCENT	1615 10.57	856 5.60	759 4.97	298 2.54	95 0.81	203 1.73	1913 7.08	951 3.52	962 3.56
HISPANIC	NUMBER PERCENT	1777 11.63	922 6.03	855 5.59	392 3.34	92 0.78	300 2.56	2169 8.03	1014 3.76	1155 4.28
ASIAN	NUMBER PERCENT	1115 7.30	611 4.00	504 3.30	794 6.77	137 1.17	657 5.61	1909 7.07	748 2.77	1161 4.30
AM. IND.	NUMBER PERCENT	127 0.83	68 0.44	59 0.39	55 0.47	14 0.12	41 0.35	182 0.67	82 0.30	100 0.37
TOT. MIN.	NUMBER PERCENT	4634 30.32	2457 16.08	2177 14.25	1539 13.13	338 2.88	1201 10.25	6173 22.85	2795 10.35	3378 12.51
TOTAL	NUMBER PERCENT	15282 100.00	8513 55.71	6769 44.29	11721 100.00	2770 23.63	8951 76.37	27003 100.00	11283 41.78	15720 58.22

TABLE 2B

	LECTURERS 1985		TENURED & TENURE-TRACK 1985	
	TOTAL	MALES	TOTAL	MALES
WHITE	1176 85.34	493 35.92	9006 87.07	1937 18.73
BLACK	39 2.83	17 1.23	259 2.50	78 0.75
HISPANIC	50 3.63	15 1.09	342 3.31	77 0.74
ASIAN	105 7.62	28 2.03	689 6.66	109 1.05
AM. IND.	8 0.58	3 0.22	47 0.45	11 0.11
TOT. MIN.	202 14.66	63 4.57	1337 12.93	275 2.66
TOTAL	1378 100.00	558 40.49	10343 100.00	2212 21.39

TABLE 3B

	SECRETARY/CLERICAL 1985			TECHNICAL/PARAPROFESSIONAL 1985			
		TOTAL	FEMALES	MALES	TOTAL	FEMALES	MALES
WHITE	NUMBER PERCENT	3044 69.31	2880 65.57	164 3.73	2062 74.95	1065 38.71	997 36.24
BLACK	NUMBER PERCENT	432 9.84	396 9.02	36 0.82	207 7.52	126 4.58	81 2.94
HISPANIC	NUMBER PERCENT	583 13.27	543 12.36	40 0.91	233 8.47	133 4.83	100 3.64
ASIAN	NUMBER PERCENT	296 6.74	268 6.10	28 0.64	230 8.36	120 4.36	110 4.00
AM. IND.	NUMBER PERCENT	37 0.84	33 0.75	4 0.09	19 0.69	12 0.44	7 0.25
TOT. MIN.	NUMBER PERCENT	1348 30.69	1240 28.23	108 2.46	689 25.05	391 14.21	298 10.83
TOTAL	NUMBER PERCENT	4392 100.00	4120 93.81	272 6.19	2751 100.00	1456 52.93	1295 47.07

TABLE 3C

	SKILLED CRAFTS 1985			SERVICE/MAINTENANCE 1985		
	NUMBER PERCENT	TOTAL =====	FEMALES =====	MALES =====	TOTAL =====	FEMALES =====
WHITE		572 69.25	5 0.61	567 68.64	861 43.18	227 11.38
BLACK		79 9.56	1 0.12	78 9.44	469 23.52	160 8.02
HISPANIC		116 14.04	1 0.12	115 13.92	439 22.02	82 4.11
ASIAN		51 6.17	0 0.00	51 6.17	204 10.23	38 1.91
AM. IND.		8 0.97	0 0.00	8 0.97	21 1.05	2 0.10
TOT. MIN.		254 30.75	2 0.24	252 30.51	1133 56.82	282 14.14
TOTAL		826 100.00	7 0.85	819 99.15	1994 100.00	509 25.53
						1485 74.47

TABLE 4A

CSU FULL-TIME FACULTY BY TENURE STATUS, SEX AND ETHNICITY: 1975-1985

		1975				1977				1979				1981				1983				1985			
		TOTAL		FEMALES		MALES		TOTAL		FEMALES		MALES		TOTAL		FEMALES		MALES		TOTAL		FEMALES		MALES	
	NUMBER PERCENT	7511 92.92	1221 15.11	6290 77.82	7883 90.95	1343 15.50	6540 75.46	8143 90.02	1428 15.79	6715 74.23	8081 89.40	1472 16.28	6609 73.12	7802 88.55	1483 16.83	6319 71.72	7766 88.01	1507 17.08	6259 70.93						
JURED	WHITE																								
	BLACK	119 1.47	25 0.31	94 1.16	172 1.98	45 0.52	127 1.47	201 2.22	51 0.56	150 1.66	218 2.41	60 0.66	158 1.75	218 2.47	60 0.68	158 1.79	218 2.47	59 0.67	159 1.80						
	HISPANIC	124 1.53	19 0.24	105 1.30	173 2.00	27 0.31	146 1.68	205 2.27	41 0.45	164 1.81	218 2.41	46 0.51	172 1.90	249 2.83	45 0.51	204 2.32	270 3.06	52 0.59	218 2.47						
	ASIAN	294 3.64	34 0.42	260 3.22	416 4.80	52 0.60	364 4.20	468 5.17	68 0.75	400 4.42	493 5.45	81 0.90	412 4.56	504 5.72	63 0.74	439 4.98	530 6.01	76 0.86	454 5.15						
	AM. IND.	35 0.43	4 0.05	31 0.38	23 0.27	3 0.03	20 0.23	29 0.32	3 0.03	26 0.29	38 0.43	12 0.14	26 0.29	38 0.43	3 0.03	26 0.30	40 0.45	8 0.09	32 0.36						
JURE RACK	TOT. MIN.	572 7.08	82 1.01	490 6.06	784 9.05	127 1.47	657 7.58	903 9.98	163 1.80	740 8.18	958 10.60	190 2.10	768 8.50	1009 11.45	182 2.07	827 9.39	1058 11.99	195 2.21	863 9.78						
	TOTAL	8083 100.00	1303 15.12	6780 83.88	8667 100.00	1470 15.96	7197 83.04	9046 100.00	1591 17.59	7455 82.41	9639 100.00	1662 18.39	7377 81.61	8811 100.00	1665 18.90	7146 81.10	8824 100.00	1702 19.29	7122 80.71						
	WHITE	1757 82.64	512 24.08	1245 58.56	1384 82.04	386 22.88	998 59.16	1121 81.59	323 23.51	798 58.08	1127 82.38	358 26.17	769 56.21	1128 82.28	364 26.55	764 55.73	1240 81.63	430 28.31	810 53.32						
	BLACK	131 6.16	44 2.07	87 4.09	106 6.28	43 2.55	63 3.73	71 5.17	29 2.11	42 3.06	49 3.58	17 1.24	32 2.34	51 3.72	14 1.02	37 2.70	41 2.70	19 1.25	22 1.45						
	HISPANIC	125 5.88	34 1.60	91 4.28	88 5.22	30 1.78	58 3.44	82 5.97	26 1.89	56 4.08	73 5.34	18 1.32	55 4.02	63 4.60	13 0.95	50 3.65	72 4.74	25 1.65	47 3.09						
JURE RACK	ASIAN	102 4.80	38 1.79	64 3.01	97 5.75	28 1.66	69 4.09	86 6.26	19 1.38	67 4.88	107 7.82	21 1.54	86 6.29	124 9.04	32 2.33	92 6.71	159 10.47	33 2.17	126 8.29						
	AM. IND.	11 0.52	2 0.09	9 0.42	12 0.71	3 0.18	9 0.53	14 1.02	5 0.36	8 0.66	12 0.88	4 0.29	8 0.58	5 0.36	3 0.22	2 0.15	7 0.46	3 0.20	4 0.26						
	TOT. MIN.	369 17.36	118 5.55	251 11.81	303 17.96	104 6.16	199 11.80	253 18.41	79 5.75	174 12.66	241 17.62	60 4.39	181 13.23	243 17.72	62 4.52	181 13.20	279 18.37	80 5.27	199 13.10						
	TOTAL	2126 100.00	630 29.63	1496 70.37	1687 100.00	490 29.05	1197 70.95	1374 100.00	402 29.26	972 70.74	1368 100.00	418 30.55	950 69.44	1371 100.00	426 31.07	945 68.93	1519 100.00	510 33.57	1009 66.43						

TABLE 4B

CSJ FULL-TIME FACILITY BY TENURE STATUS, SEX AND ETHNICITY: 1975-1985

		1975				1977				1979				1981				1983				1985			
		TOTAL		FEMALES		TOTAL		FEMALES		TOTAL		FEMALES		TOTAL		FEMALES		TOTAL		FEMALES		TOTAL		FEMALES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TUPERS	WHITE	1020	83.74	321	699	1237	382	855	946	383	563	1083	407	676	1133	422	711	1176	495	681	49.42	495	681		
	BLACK	61	5.01	25	2.05	36	2.96	46	3.23	35	2.46	11	0.77	31	1.44	16	1.25	30	1.29	39	1.23	22	1.60		
	HISPANIC	66	5.42	18	1.48	48	3.94	68	4.77	54	4.87	19	1.71	64	5.00	35	3.04	57	2.80	50	1.5	35	2.54		
	ASIAN	54	4.43	12	0.99	42	3.45	62	4.35	60	5.41	7	0.63	27	2.11	69	5.39	93	7.62	105	2.8	77	5.59		
	AM. IND.	17	1.40	5	0.41	12	0.99	12	0.84	7	0.63	1	0.09	6	0.55	5	0.39	7	0.53	8	0.22	3	0.36		
TUT. MIN.	WHITE	198	16.26	60	138	188	46	142	163	43	120	198	69	129	187	61	125	202	63	139	10.09	63	139		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	396	3.88	72	3.17	324	3.17	513	4.95	433	4.18	87	0.83	600	5.77	102	0.98	628	5.22	689	1.05	580	5.61		
	AM. IND.	46	0.45	6	0.06	40	0.39	35	0.34	29	0.28	8	0.08	41	0.39	7	0.07	43	0.27	47	0.11	36	0.35		
TUT. MIN.	WHITE	9258	90.78	1733	7535	9267	1729	7538	9264	1751	7513	9208	1830	7378	8930	1847	7083	9006	1937	7089	68.33	1937	7089		
	BLACK	250	2.45	69	1.77	181	1.77	278	2.68	190	1.84	88	0.85	267	2.57	77	0.74	269	1.95	259	0.75	181	1.75		
	HISPANIC	249	2.44	53	1.32	196	1.92	261	2.52	204	1.97	57	0.55	291	2.80	64	0.61	312	2.49	342	0.74	265	2.56		
	ASIAN	39																							

TABLE 4C

CSJ FULL-TIME FACULTY BY TENURE STATUS, SEX AND ETHNICITY: 1975-1985

		1975			1977			1979			1981			1983			1985		
		TOTAL		FEMALES	TOTAL		FEMALES	TOTAL		FEMALES	TOTAL		FEMALES	TOTAL		FEMALES	TOTAL		
		MALES	PERCENT		MALES	PERCENT		MALES	PERCENT		MALES	PERCENT		MALES	PERCENT		MALES	PERCENT	MALES
WHITE	NUMBER	10288	2054	8234	10504	2111	8393	10210	2134	8076	10291	2237	8054	10063	2269	7794	10182	2432	7750
	PERCENT	90.03	17.97	72.06	89.18	17.92	71.25	88.56	18.51	70.05	88.05	19.14	68.91	87.49	19.73	67.76	86.87	20.75	66.12
BLACK	NUMBER	311	94	217	324	99	225	314	96	218	298	92	206	299	87	212	298	95	203
	PERCENT	2.72	0.82	1.90	2.75	0.84	1.91	2.72	0.83	1.89	2.55	0.79	1.76	2.60	0.76	1.84	2.54	0.81	1.73
HISPANIC	NUMBER	315	71	244	329	77	252	341	86	255	355	89	266	369	78	291	392	92	300
	PERCENT	2.76	0.62	2.14	2.79	0.65	2.14	2.96	0.75	2.21	3.04	0.76	2.28	3.21	0.68	2.53	3.34	0.78	2.56
ASIAN	NUMBER	450	84	366	575	90	485	614	94	520	696	129	567	721	121	600	794	137	657
	PERCENT	3.94	0.74	3.20	4.88	0.76	4.12	5.33	0.82	4.51	5.95	1.10	4.85	6.27	1.05	5.22	6.77	1.17	5.61
AM. IND.	NUMBER	63	11	52	47	11	36	50	9	41	48	9	39	50	19	31	55	14	41
	PERCENT	0.55	0.10	0.46	0.40	0.09	0.31	0.43	0.08	0.36	0.41	0.08	0.33	0.43	0.17	0.27	0.47	0.12	0.35
TOT. MTN.	NUMBER	1139	260	879	1275	277	998	1319	285	1034	1397	319	1078	1439	305	1134	1539	338	1201
	PERCENT	9.97	2.28	7.63	10.82	2.35	8.47	11.44	2.47	8.97	11.95	2.73	9.22	12.51	2.65	9.86	13.13	2.88	10.25
TOTAL	NUMBER	11427	2314	9113	11779	2388	9391	11529	2419	9110	11688	2556	9132	11502	2574	8928	11721	2770	8951
	PERCENT	100.00	20.25	79.75	100.00	20.27	79.73	100.00	20.98	79.02	100.00	21.87	78.13	100.00	22.38	77.62	100.00	23.63	76.37

CSU FULL-TIME STAFF BY SEX AND ETHNICITY: 1975-1985

STAFF		CSU FULL-TIME STAFF BY SEX AND ETHNICITY: 1975-1985														MARCH, 1986							
		1975				1977				1979 1				1981				1983				1985 2	
		TOTAL		FEMALES		MALES		TOTAL		FEMALES		MALES		TOTAL		FEMALES		MALES		TOTAL		FEMALES	
C. MIN. MANAGE.	WHITE	NUMBER PERCENT	87.80 67.1	13.10 130	74.70 741	91.46 439	31 6.46	408 65.00	1075 87.33	172 13.97	903 73.35	1111 86.12	232 17.98	879 68.14	1137 84.72	265 19.75	872 64.98	1852 80.31	631 27.36	1221 52.95			
	BLACK	NUMBER PERCENT	4.84 3.5	1.31 13	3.53 25	3.96 19	1.04 5	2.92 14	5.28 65	1.22 15	4.06 50	6.28 81	1.63 21	4.65 60	6.26 84	1.71 23	4.55 61	8.28 191	2.30 53	5.98 138			
	HISPANIC	NUMBER PERCENT	5.95 4.3	1.01 10	4.94 49	2.71 13	0.21 1	2.50 12	4.71 58	0.41 5	4.31 53	5.27 68	0.62 8	4.65 60	5.89 79	0.97 13	4.92 66	6.33 146	1.60 37	4.73 109			
	ASIAN	NUMBER PERCENT	1.11 0.8	0.20 2	0.91 9	1.68 9	0.21 1	1.67 8	2.44 30	0.81 10	1.62 20	2.09 27	0.47 6	1.63 21	2.68 35	1.04 14	1.64 22	4.38 101	2.04 47	2.34 54			
	AM. IND.	NUMBER PERCENT	0.30 0.2	0.10 1	0.20 2	0.00 0	0.00 0	0.00 0	0.24 3	0.00 0	0.24 3	0.23 3	0.00 0	0.23 3	0.45 6	0.00 0	0.45 6	0.69 16	0.30 7	0.39 9			
F. N-FAC.	TOT. MIN.	NUMBER PERCENT	12.20 8.8	2.62 26	9.58 95	8.54 41	1.46 7	7.08 34	12.67 156	2.44 30	10.24 126	13.88 179	2.71 35	11.16 144	15.28 205	3.73 50	11.55 155	19.69 454	6.24 144	13.44 310			
	TOTAL	NUMBER PERCENT	992 100.00	156 15.73	836 84.27	480 100.00	38 7.92	442 92.08	1231 100.00	202 16.41	1029 83.59	1230 100.00	267 20.70	1023 79.30	1342 100.00	315 23.47	1027 76.53	2306 100.00	775 33.61	1531 66.39			
	WHITE	NUMBER PERCENT	1735 82.97	692 33.09	1043 49.88	2112 79.88	897 33.93	1215 45.95	1924 79.18	981 40.37	943 38.81	2162 76.02	1016 35.72	1146 40.30	2160 75.63	1060 37.11	1100 38.52	2257 74.91	1248 41.42	1009 33.49			
	BLACK	NUMBER PERCENT	153 7.32	59 2.82	94 4.50	215 8.13	99 3.74	116 4.39	194 7.98	97 3.99	97 3.99	245 8.61	108 3.80	137 4.82	241 8.44	107 3.75	134 4.69	237 7.87	120 3.98	117 3.88			
	HISPANIC	NUMBER PERCENT	92 4.40	28 1.34	64 3.06	164 6.20	51 1.93	113 4.27	142 5.84	62 2.55	80 3.29	225 7.91	92 3.23	133 4.68	234 8.19	102 3.57	132 4.62	260 8.63	126 4.18	134 4.45			
F. N-FAC.	ASIAN	NUMBER PERCENT	86 4.11	35 1.67	51 2.44	131 4.95	68 2.57	63 2.38	142 5.84	76 3.13	66 2.72	186 6.54	103 3.62	83 2.92	199 6.97	109 3.82	90 3.15	233 7.73	138 4.58	95 3.15			
	AM. IND.	NUMBER PERCENT	25 1.20	9 0.43	16 0.77	22 0.83	6 0.23	16 0.61	28 1.15	9 0.37	19 0.78	26 0.91	12 0.42	14 0.49	22 0.77	10 0.35	12 0.42	26 0.86	14 0.46	12 0.40			
	TOT. MIN.	NUMBER PERCENT	356 17.03	131 6.26	225 10.76	532 20.12	224 8.47	308 11.65	506 20.82	244 10.04	262 10.78	682 23.98	315 11.08	367 12.90	696 24.37	328 11.48	368 12.89	756 25.09	398 13.21	358 11.88			
	TOTAL	NUMBER PERCENT	2091 100.00	823 39.36	1268 60.64	2644 100.00	1121 42.40	1523 57.60	2430 100.00	1225 50.41	1205 49.59	2844 100.00	1331 46.80	1513 53.20	2856 100.00	1388 48.60	1468 51.40	3013 100.00	1646 54.63	1367 45.37			

¹ A uniform definition of positions in executive, administrative, and managerial category was instituted in 1979.

²The method of calculating EEO-6 figures was changed in 1984 to be consistent with definitions of management as imposed by HERRA.

TABLE 5B

CSU FULL-TIME STAFF BY SEX AND ETHNICITY: 1975-1985

	1975						1977						1979 1						1981						1983						1985 2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
	TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
WHITE	4310	76.98	3953	357	6.38	310	3655	3421	244	3388	71.92	244	3388	71.92	3159	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	3137	230	313

¹ A uniform definition of positions in executive, administrative, and managerial category was instituted in 1979.

² The method of calculating EEO-6 figures was changed in 1984 to be consistent with definitions of management as imposed by HERRA.

TABLE 5C

CSU FULL-TIME STAFF BY SEX AND ETHNICITY: 1975-1985

		1975				1977				1979 ¹				1981				1983				1985 ²			
		FEMALES		MALES		FEMALES		MALES		FEMALES		MALES		FEMALES		MALES		FEMALES		MALES		FEMALES		MALES	
		TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT	TOTAL	PERCENT
WHITE	NUMBER	708	10	698	13	671	17	587	17	570	689	88	601	656	88	568	572	5	567	568	572	5	567	568	572
	PERCENT	81.10	1.15	79.95	1.58	81.33	2.22	76.63	2.22	74.41	72.76	9.29	63.46	72.09	9.67	62.42	69.25	0.61	68.64	62.42	69.25	0.61	68.64	62.42	69.25
	NUMBER	57	0	57	1	49	0	53	0	53	81	13	68	86	12	74	79	1	78	8.13	9.56	1	78	8.13	9.56
	PERCENT	6.53	0.00	6.53	0.12	5.94	0.00	5.82	0.00	6.92	8.55	1.37	7.18	9.45	1.32	8.13	9.56	0.12	9.44	8.13	9.56	0.12	9.44	8.13	9.56
	NUMBER	69	0	69	1	62	0	61	0	63	114	9	105	113	13	100	116	1	115	10.99	14.04	1	115	10.99	14.04
BLACK	PERCENT	7.90	0.00	7.90	0.12	7.52	0.13	7.39	0.13	10.84	12.04	0.95	11.09	12.42	1.43	10.99	14.04	0.12	13.92	10.99	14.04	0.12	13.92	10.99	14.04
	NUMBER	30	0	30	1	33	0	32	0	34	49	7	42	45	7	38	51	0	51	4.18	6.17	0	51	4.18	6.17
	PERCENT	3.44	0.00	3.44	0.12	4.00	0.13	3.88	0.13	4.44	5.17	0.74	4.44	4.95	0.77	4.18	6.17	0.00	6.17	4.18	6.17	0.00	6.17	4.18	6.17
	NUMBER	9	0	9	0	10	0	10	0	7	14	1	13	10	1	9	8	0	8	0.99	0.97	0	8	0.99	0.97
	PERCENT	1.03	0.00	1.03	0.00	1.21	0.00	1.21	0.00	0.91	1.48	0.11	1.37	1.10	0.11	0.99	0.97	0.00	0.97	0.99	0.97	0.00	0.97	0.99	0.97
HISPANIC	NUMBER	165	0	165	3	154	2	151	2	177	258	30	228	254	33	221	254	2	252	22.29	30.75	2	252	22.29	30.75
	PERCENT	18.90	0.00	18.90	0.35	18.67	0.26	18.30	0.26	23.11	27.24	3.17	24.08	27.91	3.63	24.29	30.75	0.24	30.51	24.29	30.75	0.24	30.51	24.29	30.75
	NUMBER	873	10	863	16	825	19	809	19	747	947	118	829	910	121	789	825	7	819	86.70	100.00	7	819	86.70	100.00
	PERCENT	100.00	1.15	98.85	1.94	100.00	2.48	98.06	2.48	97.52	100.00	12.46	87.54	100.00	13.30	86.70	100.00	0.85	99.15	86.70	100.00	0.85	99.15	86.70	100.00
	NUMBER	1542	220	1322	294	1560	219	1266	1257	1038	1087	245	842	962	240	722	861	227	634	32.89	43.18	227	634	32.89	43.18
BLACK	PERCENT	55.45	7.91	47.54	10.08	53.48	8.56	43.40	49.12	40.56	44.95	10.13	34.82	43.83	10.93	32.89	43.18	11.38	31.80	32.89	43.18	11.38	31.80	32.89	43.18
	NUMBER	630	151	479	164	625	180	461	605	425	612	197	415	535	181	354	469	160	309	16.13	23.52	160	309	16.13	23.52
	PERCENT	22.65	5.43	17.22	5.62	21.43	7.03	15.80	23.64	16.61	25.31	8.15	17.16	24.37	8.25	16.13	23.52	8.02	15.50	16.13	23.52	8.02	15.50	16.13	23.52
	NUMBER	419	37	382	56	487	55	431	449	394	463	70	393	462	85	377	439	82	357	17.18	22.02	82	357	17.18	22.02
	PERCENT	15.07	1.33	13.74	1.92	16.70	2.15	14.78	17.55	15.40	19.15	2.89	16.25	21.05	3.87	17.18	22.02	4.11	17.90	17.18	22.02	4.11	17.90	17.18	22.02
HISPANIC	NUMBER	126	9	117	25	215	27	190	219	192	222	27	195	218	33	185	204	38	166	8.43	10.23	38	166	8.43	10.23
	PERCENT	4.53	0.32	4.21	0.86	7.37	1.06	6.51	8.56	7.50	9.18	1.12	8.06	9.93	1.50	8.43	10.23	1.91	8.32	8.43	10.23	1.91	8.32	8.43	10.23
	NUMBER	64	24	40	6	30	7	24	29	22	34	11	23	18	2	16	21	2	19	0.73	1.05	2	19	0.73	1.05
	PERCENT	2.30	0.86	1.44	0.21	1.03	0.27	0.82	1.13	0.86	1.41	0.45	0.95	0.82	0.09	0.73	1.05	0.10	0.95	0.73	1.05	0.10	0.95	0.73	1.05
	NUMBER	1239	221	1018	251	1357	269	1106	1302	1033	1331	305	1026	1233	301	932	1133	282	851	932	1133	282	851	932	1133
ASIAN	PERCENT	44.53	7.95	36.61	8.60	46.52	10.51	37.92	50.88	40.37	55.05	12.61	42.43	56.17	13.71	42.46	56.82	14.14	42.68	42.46	56.82	14.14	42.68	42.46	56.82
	NUMBER	2781	441	2340	545	2917	488	2372	2559	2071	2418	550	1858	2195	541	1654	1994	509	1485	75.35	100.00	509	1485	75.35	100.00
	PERCENT	100.00	15.86	84.14	18.68	100.00	19.07	81.32	100.00	80.93	100.00	22.75	77.25	100.00	24.65	75.35	100.00	25.53	74.47	75.35	100.00	25.53	74.47	75.35	100.00
	NUMBER	1542	220	1322	294	1560	219	1266	1257	1038	1087	245	842	962	240	722	861	227	634	32.89	43.18	227	634	32.89	43.18
	PERCENT	55.45	7.91	47.54	10.08	53.48	8.56	43.40	49.12	40.56	44.95	10.13	34.82	43.83	10.93	32.89	43.18	11.38	31.80	32.89	43.18	11.38	31.80	32.89	43.18
AM. IND.	NUMBER	630	151	479	164	625	180	461	605	425	612	197	415	535	181	354	469	160	309	16.13	23.52	160	309	16.13	23.52
	PERCENT	22.65	5.43	17.22	5.62	21.43	7.03	15.80	23.64	16.61	25.31	8.15	17.16	24.37	8.25	16.13	23.52	8.02	15.50	16.13	23.52	8.02	15.50	16.13	23.52
	NUMBER	419	37	382	56	487	55	431	449	394	463	70	393	462	85	377	439	82	357	17.18	22.02	82	357	17.18	22.02
	PERCENT	15.07	1.33	13.74	1.92	16.70	2.15	14.78	17.55	15.40	19.15	2.89	16.25	21.05	3.87	17.18	22.02	4.11	17.90	17.18	22.02	4.11	17.90	17.18	22.02
	NUMBER	126	9	117	25	215	27	190	219	192	222	27	195	218	33	185	204	38	166	8.43	10.23	38	166	8.43	10.23
AM. IND.	PERCENT	4.53	0.32	4.21	0.86	7.37	1.06	6.51	8.56	7.50	9.18	1.12	8.06	9.93	1.50	8.43	10.23	1.91	8.32	8.43	10.23	1.91	8.32	8.43	10.23
	NUMBER	64	24	40	6	30	7	24	29	22	34	11	23	18	2	16	21	2	19	0.73	1.05	2	19	0.73	1.05
	PERCENT	2.30	0.86	1.44	0.21	1.03	0.27	0.82	1.13	0.86	1.41	0.45	0.95	0.82	0.09	0.73	1.05	0.10	0.95	0.73	1.05	0.10	0.95	0.73	1.05
	NUMBER	1239	221	1018	251	1357	269	1106	1302	1033	1331	305	1026	1233	301	932	1133	282	851	932	1133	282	851	932	1133
	PERCENT	44.53	7.95	36.61	8.60	46.52	10.51	37.92	50.88	40.37	55.05	12.61	42.43	56.17	13.71	42.46	56.82	14.14	42.68	42.46	56.82	14.14	42.68	42.46	56.82
TOT. MIN.	NUMBER	2781	441	2340	545	2917	488	2372	2559	2071	2418	550	1858	2195	541	1654	1994	509	1485	75.35	100.00	509	1485	75.35	100.00
	PERCENT	100.00	15.86	84.14	18.68	100.00	19.07	81.32	100.00	80.93	100.00	22.75	77.25	100.00	24.65	75.35	100.00	25.53	74.47	75.35	100.00	25.53	74.47	75.35	100.00
	NUMBER	1542	220	1322	294	1560	219	1266	1257	1038	1087	245	842	962	240	722	861	227	634	32.89	43.18	227	634	32.89	43.18
	PERCENT	55.45	7.91	47.54	10.08	53.48	8.56	43.40	49.12	40.56	44.95	10.13	34.82	43.83	10.93	32.89	43.18	11.38	31.80	32.89	43.18	11.38	31.80	32.89	43.18
	NUMBER	630	151	479	164	625	180	461	605	425	612	197	415	535	181	354	469	160	309	16.13	23.52	160	309	16.13	23.52
TOT. MIN.	PERCENT	22.65	5.43	17.22	5.62	21.43	7.03	15.80	23.64	16.61	25.31	8.15	17.16	24.37	8.25	16.13	23.52	8.02	15.50	16.13	23.52	8.02	15.50	16.13	23.52
	NUMBER	419	37	382	56	487	55	431	449	394	463	70	393	462	85	377	439	82	357	17.18	22.02	82	357	17.18	22.02
	PERCENT	15.07	1.33	13.74	1.92	16.70	2.15	14.78	17.55	15.40	19.15	2.89	16.25	21.05	3.87	17.18	22.02	4.11	17.90	17.18	22.02	4.11	17.90	17.18	22.02
	NUMBER	126	9	117	25	215	27	190	219	192	222	27	195	218	33	185	204	38	166	8.43	10.23	38	166	8.43	10.23

TABLE 5D

CSJ FULL-TIME STAFF BY SEX AND ETHNICITY: 1975-1985

	1975						1977						1979 ¹						1981						1983						1985 ²									
	TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES			TOTAL			FEMALES			MALES						
	NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT		NUMBER	PERCENT								
WHITE	10918	75.84		5752	39.96		5166		10791	73.87		5900		4891		10386		5739		4627		10436		5818		4618		9915		5573		4342		10648		6056		4592		30.05
BLACK	1445	10.04		662	4.60		783		1479	10.12		716		763		1444		709		735		1578		782		796		1523		782		741		1615		856		759		4.97
HISPANIC	1224	8.50		550	3.82		674		1389	9.51		657		732		1413		685		728		1647		820		827		1654		842		812		1777		922		855		5.59
ASIAN	665	4.62		353	2.45		312		847	5.80		464		383		857		457		400		977		527		450		968		511		457		1115		611		504		3.30
AM. IND.	144	1.00		68	0.47		76		103	0.71		40		63		122		62		60		118		56		62		108		54		54		127		68		59		0.39
TOT. MIN.	3478	24.16		1633	11.34		1845		3818	26.13		1877		1941		3836		1913		1923		4320		2185		2135		4253		2189		2064		4634		2457		2177		14.25
TOTAL	14396	100.00		7385	51.30		7011		14509	100.00		7777		6832		14222		7672		6550		14756		8003		6753		14168		7762		6406		15282		8513		6769		44.29

¹ A uniform definition of positions in executive, administrative, and managerial category was instituted in 1979.

² The method of calculating EEO-6 figures was changed in 1984 to be consistent with definitions of management as imposed by HERRA.

Table 6
Percentage Change Per Two-Year Period, 1975-1985

		75-77	77-79	79-81	81-83	83-85	Total 75-85
Faculty	Females	0.02	0.71	0.89	0.51	1.25	3.38
	Minorities	0.85	0.62	0.51	0.56	0.62	3.16
Staff	Females	1.93	0.71	0.30	0.55	0.92	4.41
	Minorities	1.97	0.84	2.31	0.74	0.30	6.16

FULL-TIME STAFF: NEW HIRES

Fall 1983 to Fall 1985

NUMBER OF EMPLOYEES

Return to:

CALIFORNIA POSTSECONDARY
EDUCATION COMMISSION

1020 12th Street

Sacramento, California 95814

DATE: December 30, 1985

CSU Systemwide

Primary Occupational Activity		Male					Female					American Indian/Alaskan Native				
		Total	Non-Hispanic White	Hispanic Black	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Total	Non-Hispanic White	Hispanic Black	Hispanic (Chicano-Latino)	Asian or Pacific Islander					
1. Executive/Administrative/Managerial:	1	420	285	226	23	24	8	2	2	135	116	4	5	8	1	1
2. Faculty Tenured:	2	92	85	76	1	0	7	1	0	7	7	0	0	0	0	0
Professor	3	21	20	10	3	2	5	0	0	1	1	0	0	0	0	0
Associate Professor	4	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	5															
Instructor	6															
Lecturer	7															
Other																
Non-Tenured On Track:	8	155	137	120	0	3	14	0	0	18	15	0	1	2	0	0
Professor	9	375	280	211	4	15	48	0	2	95	81	4	6	3	1	0
Associate Professor	10	390	202	169	1	13	17	0	2	188	166	3	9	8	1	1
Assistant Professor	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	12															
Lecturer	13															
Other																
Other:																
Professor	14	263	244	220	1	4	19	0	0	19	17	0	1	1	0	0
Associate Professor	15	611	486	391	15	12	63	0	5	191	166	5	6	13	1	0
Assistant Professor	16	1344	764	625	22	42	69	1	5	580	525	15	18	19	0	3
Lecturer	17	360	162	132	4	12	13	0	1	198	180	5	3	7	2	1
Lecturer	18	20	13	12	0	1	0	0	0	1	5	0	0	2	0	0
Other	19															
3. Professional Non-Faculty:	20	1247	694	511	64	68	40	2	9	553	388	49	58	48	6	4
4. Secretarial/Clerical:	21	2142	189	107	24	35	12	6	5	1953	1355	213	228	105	45	7
5. Technical/Paraprofessional:	22	652	313	222	28	17	35	7	4	339	257	23	32	20	5	2
6. Skilled Craft:	23	256	226	153	23	23	13	11	3	30	17	5	4	2	2	0
7. Service/Maintenance:	24	512	349	173	77	62	14	16	7	163	113	24	18	7	0	1
Grand Total	25	8929	4452	3361	290	333	377	46	45	4477	3409	350	389	245	64	20

FULL-TIME STAFF: PROMOTIONS

Fall 1983 to Fall 1985

NUMBER OF EMPLOYEES

Return to:

CALIFORNIA POSTSECONDARY
EDUCATION COMMISSION1020 12th Street
Sacramento, California 95814

THIS DATE: November 30, 1985

CSU Systemwide

Primary Occupational Activity	Total	Male			Female			American Indian/ Alaskan Native	Hispanic (Chicano- Latino)	Asian or Pacific Islander	Filipino	American Indian/ Alaskan Native
		A	B	C	D	E	F					
1 Executive/Adminis- trative/Managerial Within Class	191	110	84	13	4	7	1	1	3	6	1	0
2 Faculty Tenured To Professor	414	250	200	71	20	7	1	1	13	9	0	7
To Associate Professor	606	444	386	16	18	20	0	4	7	8	1	0
To Assistant Professor	257	159	130	7	11	11	0	0	2	0	1	2
To Instructor												
To Lecturer												
Other												
Non-Tenured On Track	15	12	8	0	0	4	-0	0	0	1	0	0
To Professor	77	53	45	1	4	7	-0	0	0	2	1	1
To Associate Professor												
To Assistant Professor												
To Instructor												
To Lecturer												
Other												
3 Professional Non-Faculty	298	118	88	8	7	13	2	0	9	16	1	0
Within Class	1459	526	337	68	83	26	4	8	91	56	13	13
To Class	464	41	26	4	7	2	2	0	58	24	9	3
Secretarial/Clerical: Within Class	530	33	19	5	5	1	3	0	58	34	6	5
To Class												
4 Technical/Paraprofes- sional: Within Class	232	79	66	4	4	5	0	0	16	8	5	0
To Class	405	134	101	9	9	12	1	7	23	17	5	7
5 Skilled Craft: Within Class	93	85	59	5	14	3	4	0	0	1	0	0
To Class	67	49	37	3	9	3	2	0	1	0	0	0
6 Student/Internship: Within Class	94	74	39	15	13	4	2	1	2	0	0	0
To Class	74	73	43	11	16	2	1	0	0	0	0	1
Grand Total	5281	2242	1666	190	224	122	23	17	283	182	43	29

TABLE 9

FULL-TIME STAFF: SEPARATIONS

Return to:

CALIFORNIA POSTSECONDARY
EDUCATION COMMISSION1020 12th Street
Sacramento, California 95814

DHS NATF: December 30, 1985

Fall 1983 to Fall 1985

NUMBER OF EMPLOYEES

CSU Systemwide

Primary Occupational Activity	Total	Male					Female					American Indian/ Alaskan Native
		Total	Non-Hispanic White	Hispanic (Chicano- Latino)	Asian or Pacific Islander	Fill- time pino	Total	Non-Hispanic White	Hispanic (Chicano- Latino)	Asian or Pacific Islander	Fill- time pino	
1 Executive/Admini- strative/Managerial:	1	313	162	13	4	3	113	94	7	6	2	0
2 Faculty/Teamed												
3 Professor	2	1414	1176	13	35	0	117	165	5	2	5	0
4 Associate Professor	3	177	138	5	4	0	39	37	0	1	1	0
5 Assistant Professor	4	27	18	2	0	0	9	6	2	1	0	0
6 Instructor	5	1	1	0	0	0	0	0	0	0	0	0
7 Lecturer	6	1	1	0	0	0	0	0	0	0	0	0
8 Other	7											
Non-Teamed On Track:												
9 Professor	8	28	24	1	1	0	2	2	0	0	0	0
10 Associate Professor	9	94	78	5	13	0	16	12	1	0	3	0
11 Assistant Professor	10	117	64	49	6	0	53	45	3	2	3	0
12 Instructor	11	1	1	0	0	0	0	0	0	0	0	0
13 Lecturer	12											
14 Other	13											
15 Professor	14	234	197	3	12	0	21	17	0	1	3	0
16 Associate Professor	15	278	207	10	23	0	71	63	2	2	2	1
17 Assistant Professor	16	580	301	9	30	1	219	194	5	7	9	0
18 Instructor	17	179	82	3	4	0	97	83	7	3	3	0
19 Lecturer	18	10	5	0	0	0	5	3	0	0	2	0
20 Other	19											
21 Professor/Non-Faculty	20	685	340	28	25	2	345	241	36	17	21	4
22 Secretarial/Clerical	21	1560	72	21	10	6	1425	1011	136	165	71	32
23 Technical/Paraprofes- sional	22	487	188	13	15	4	299	235	18	23	14	7
24 Skilled Craft:	23	165	147	104	4	3	18	11	2	4	1	0
25 Service/Maintenance	24	449	331	160	25	12	118	77	30	8	2	0
Grand Total	25	6799	3372	3067	214	31	3027	2295	254	262	144	46

Figure 1.

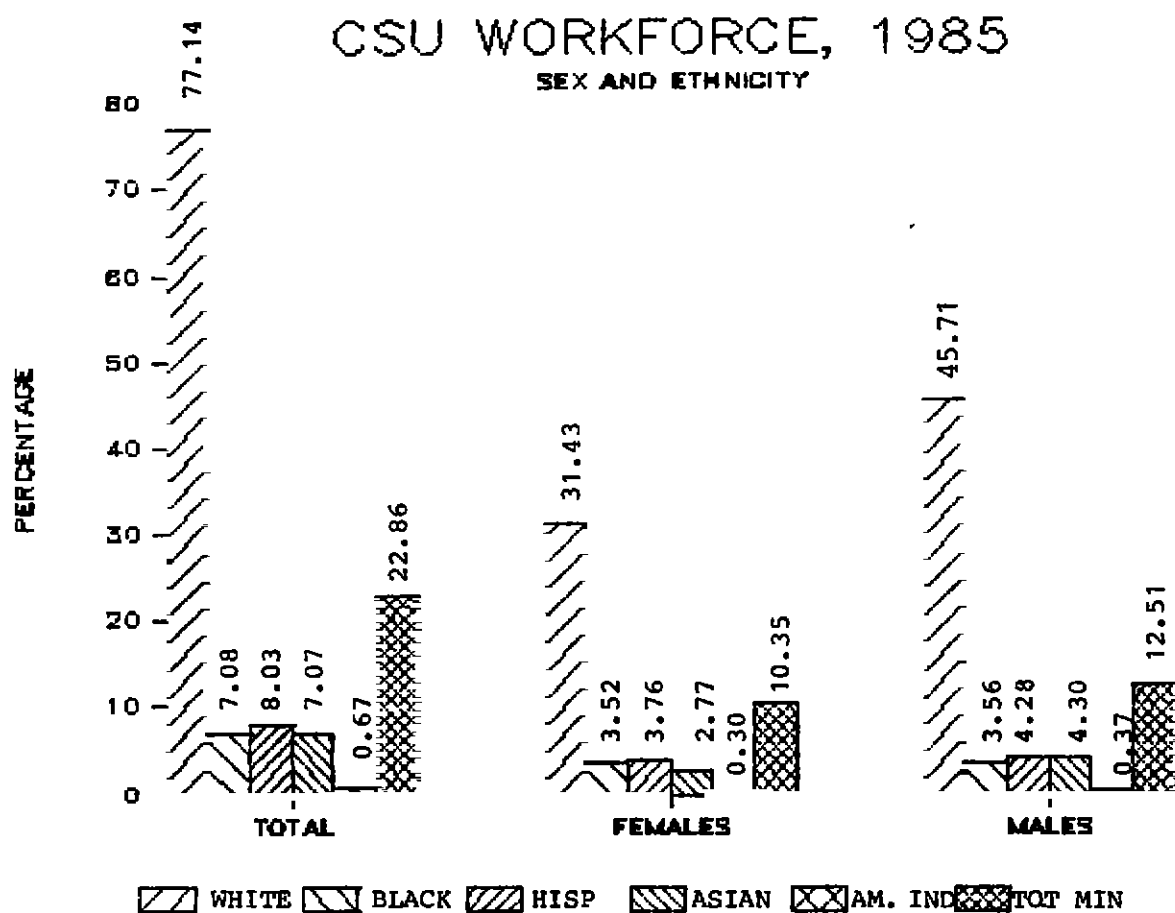


FIGURE 2.

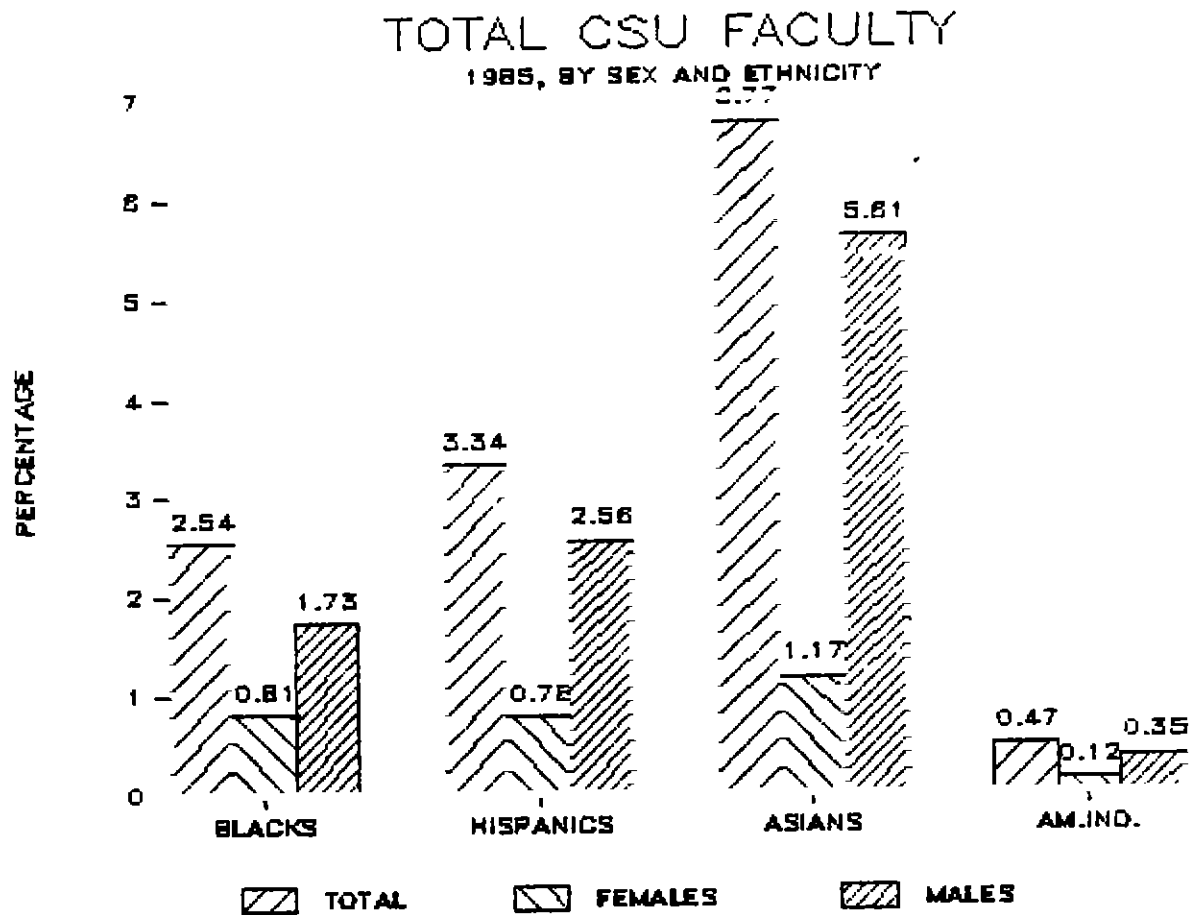


FIGURE 3.

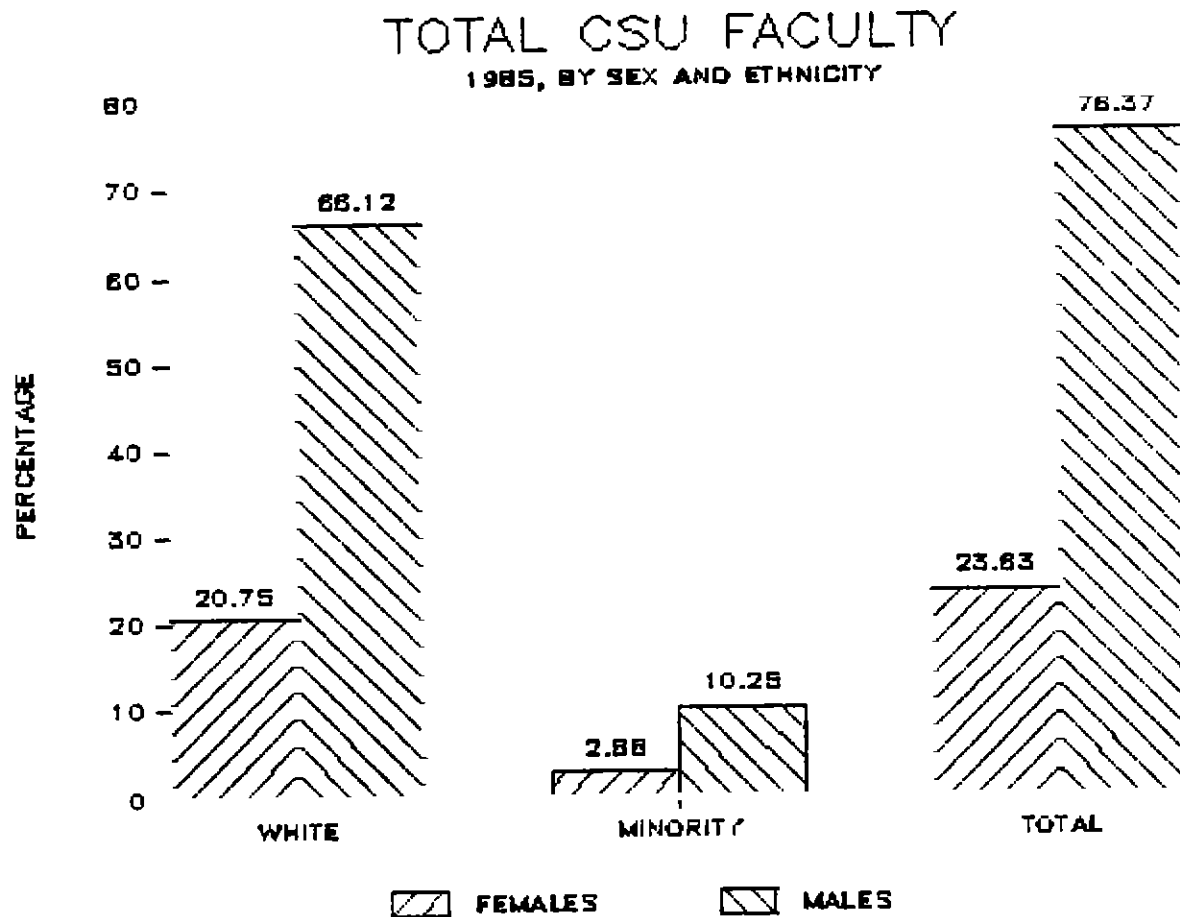


FIGURE 4.

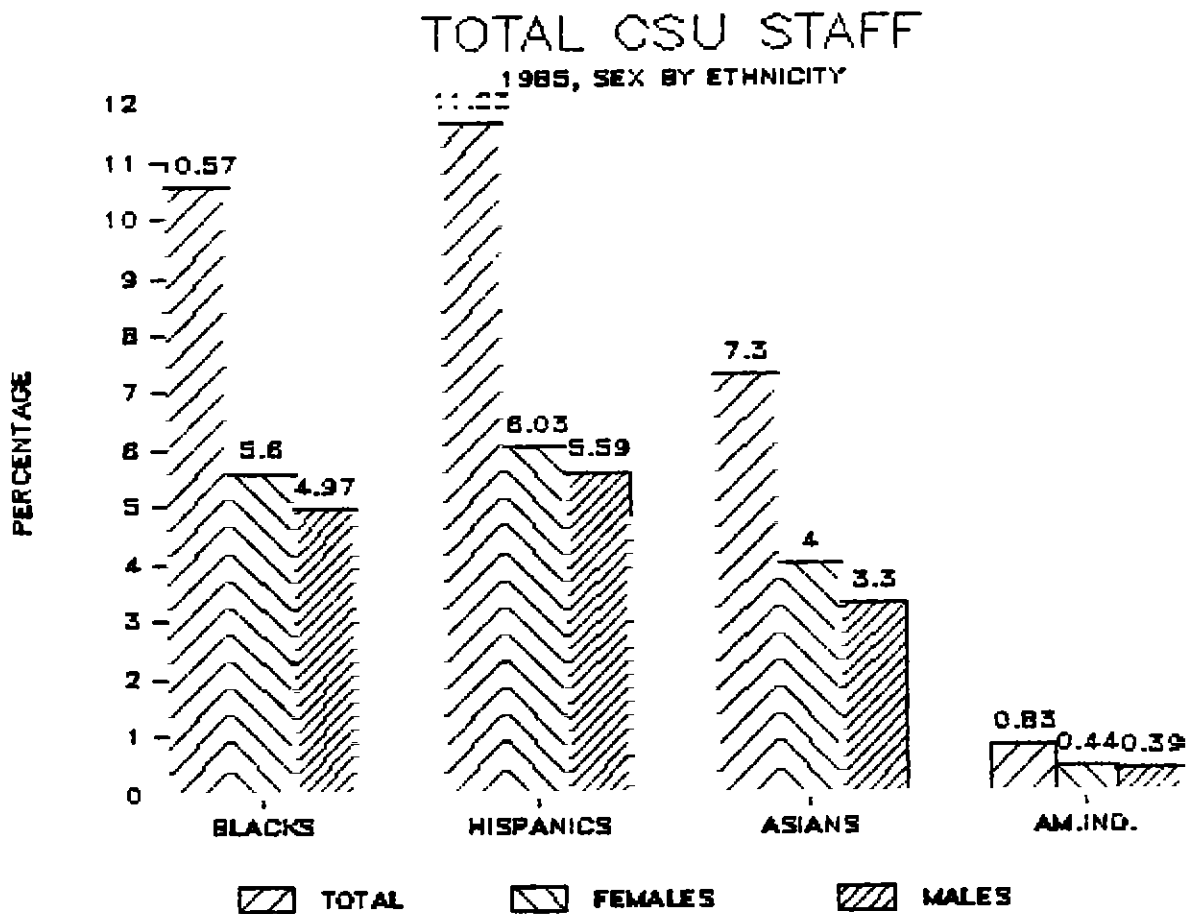


FIGURE 5.

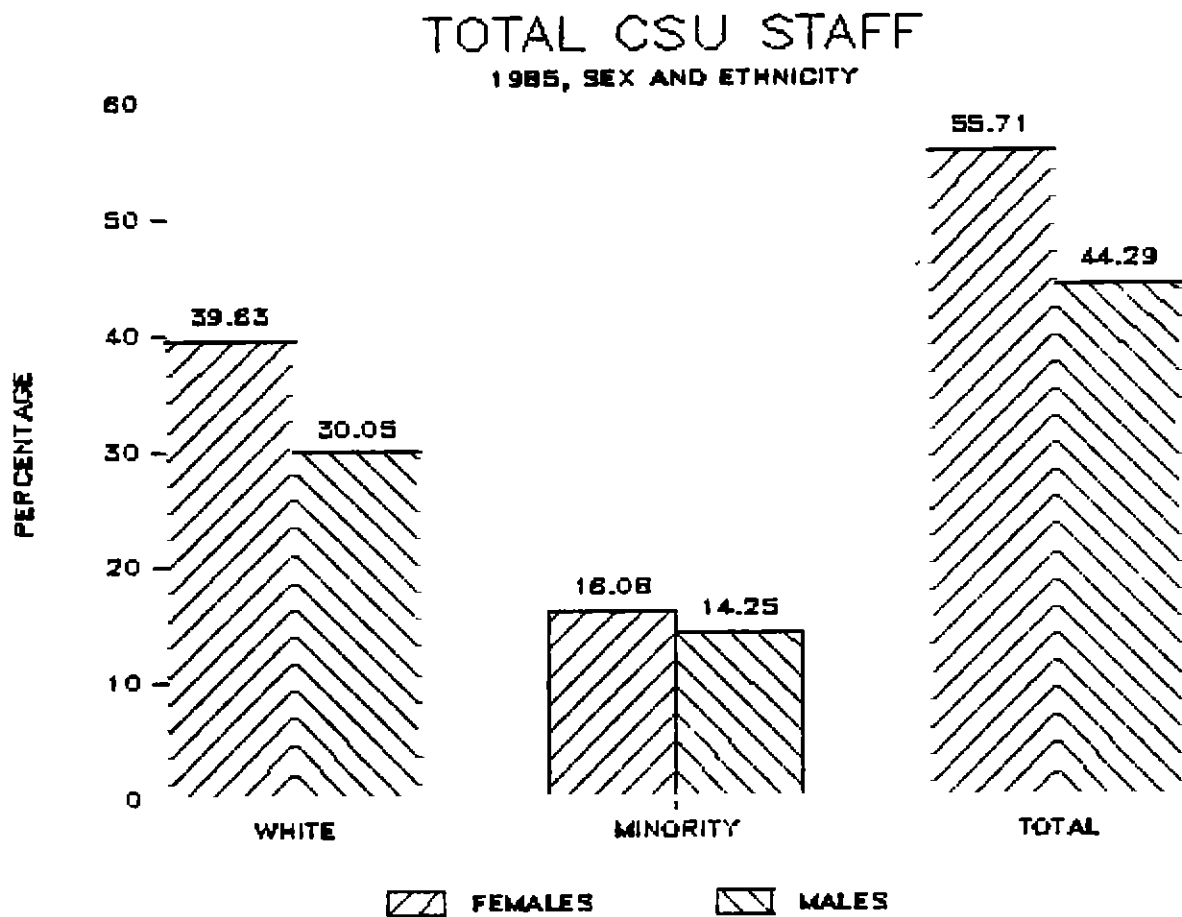


FIGURE 6.

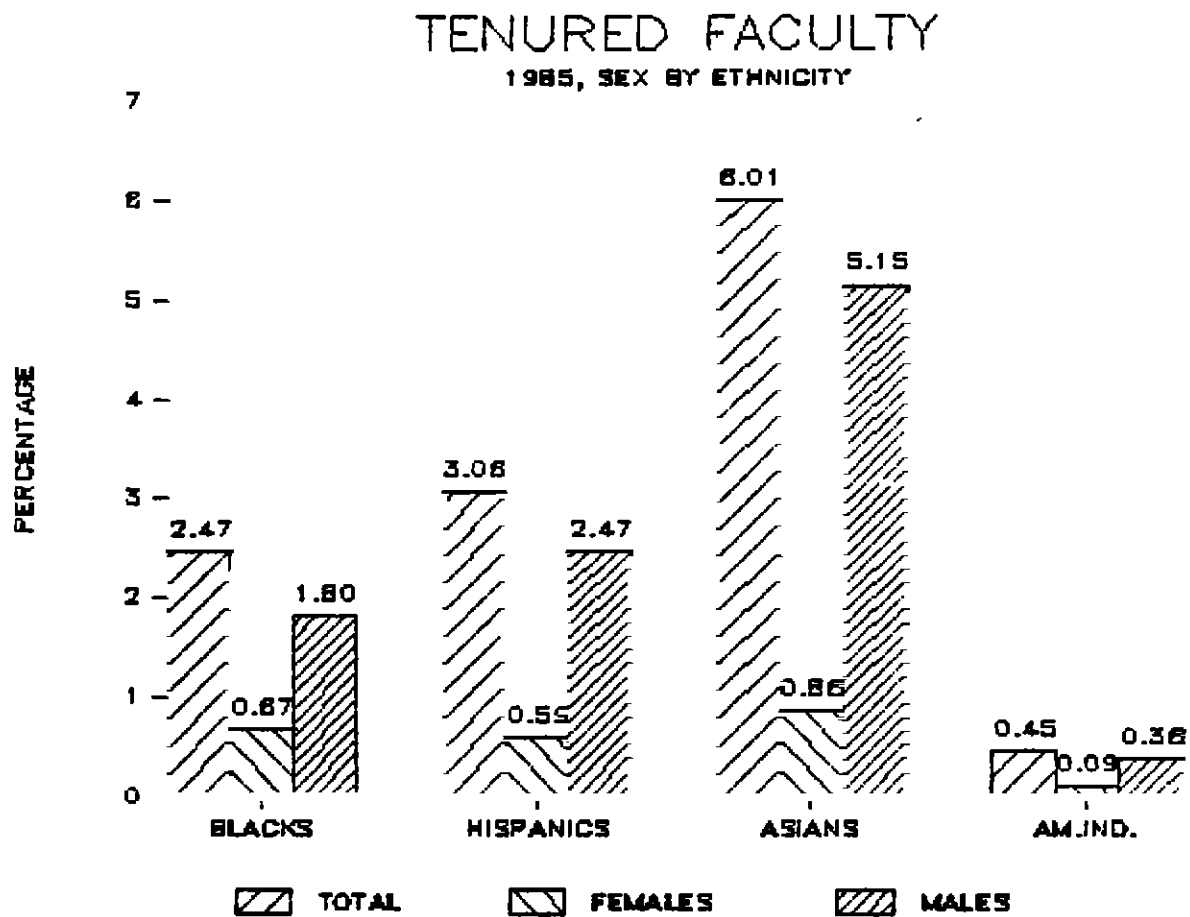


FIGURE 7.

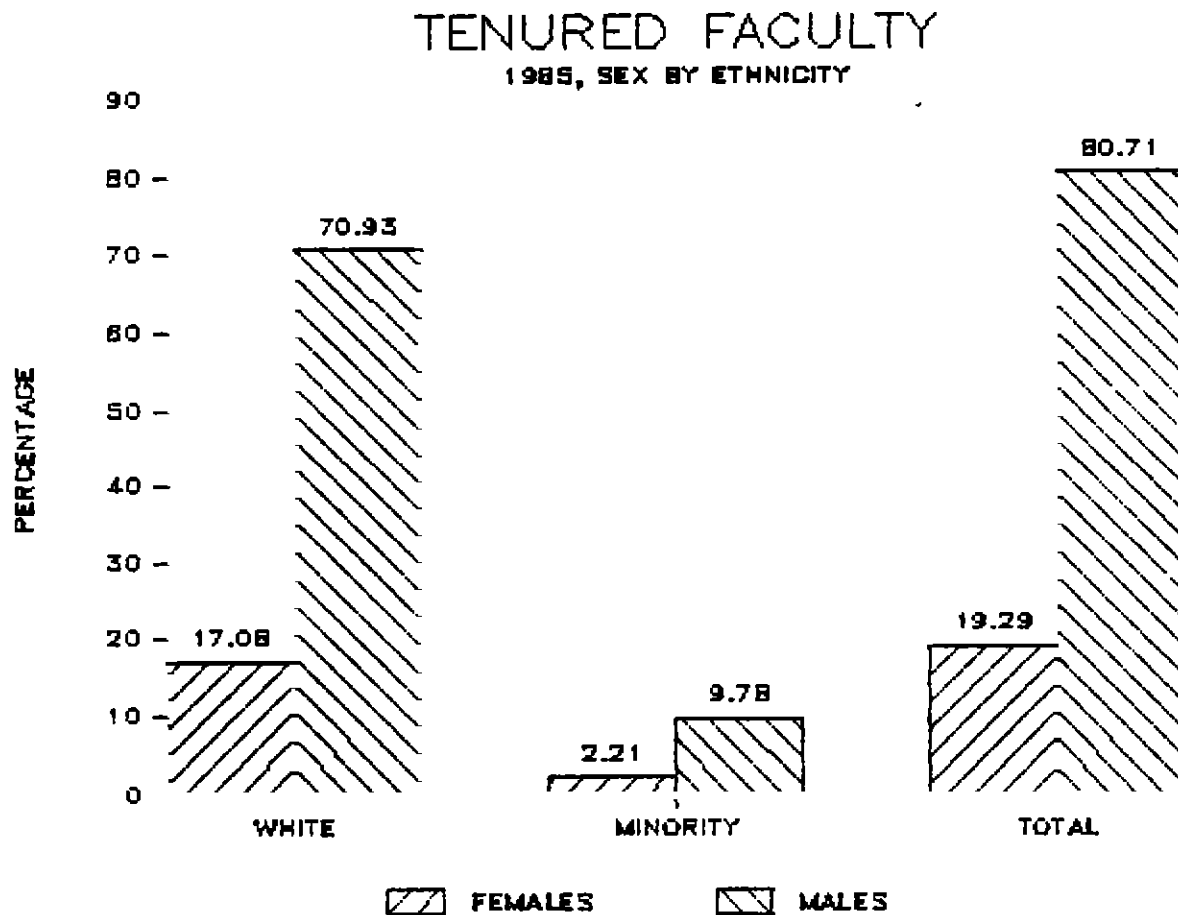


FIGURE 8.

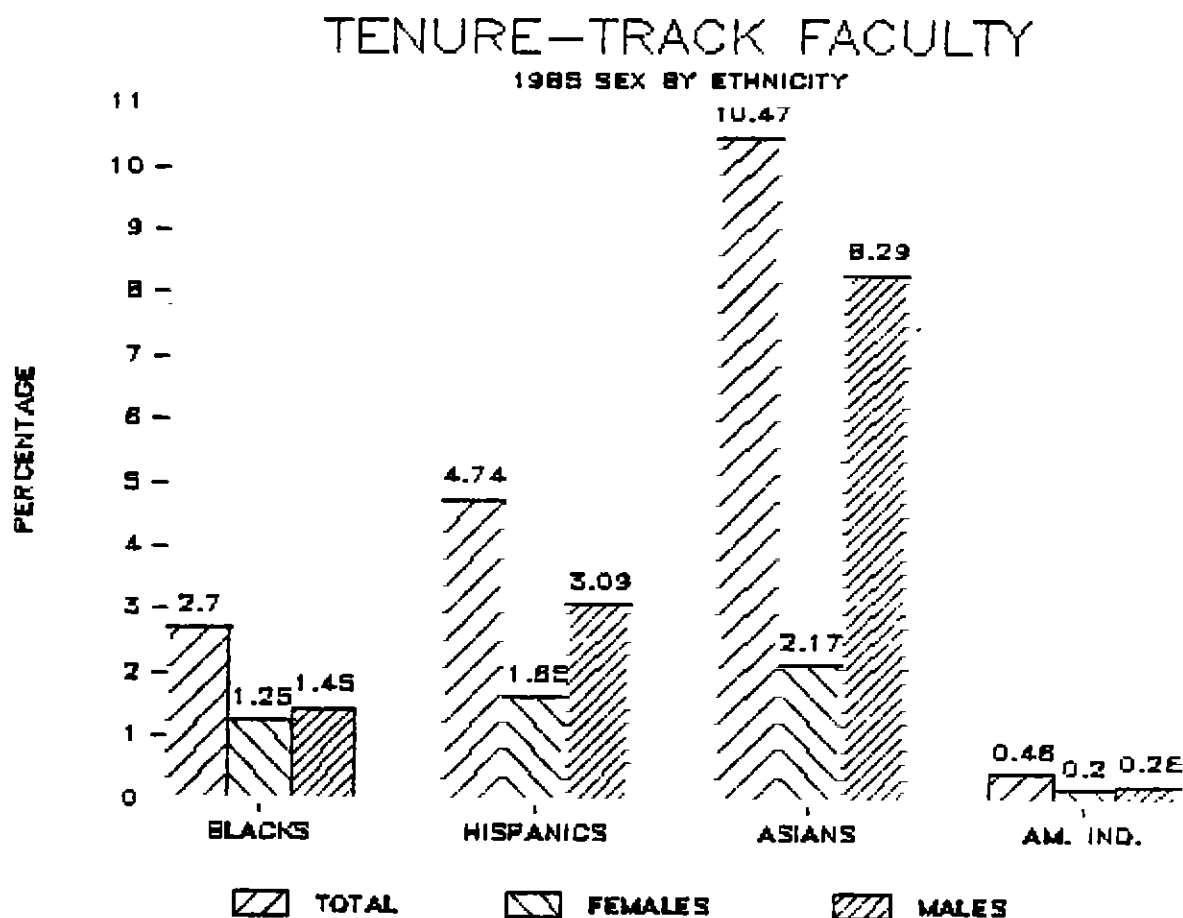


FIGURE 9.

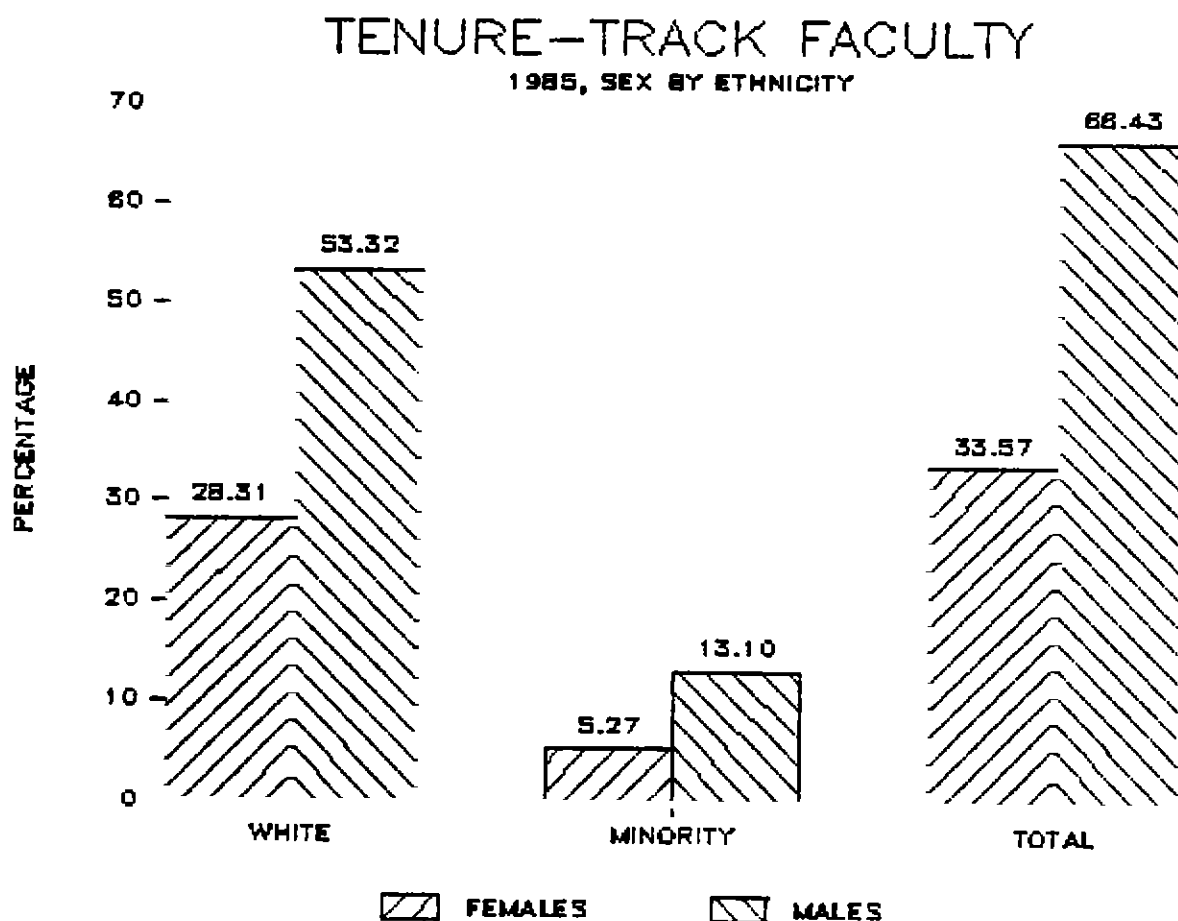


FIGURE 10

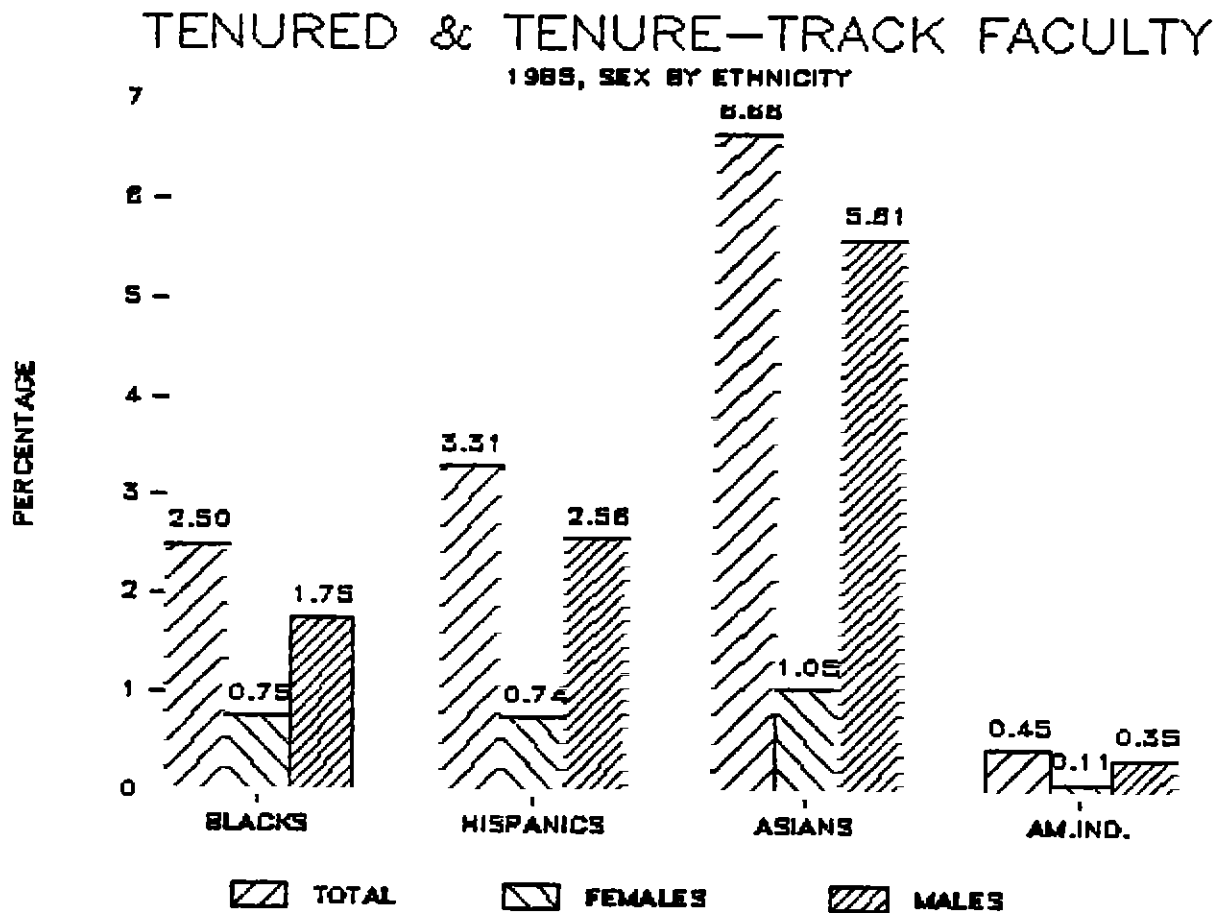


FIGURE 11

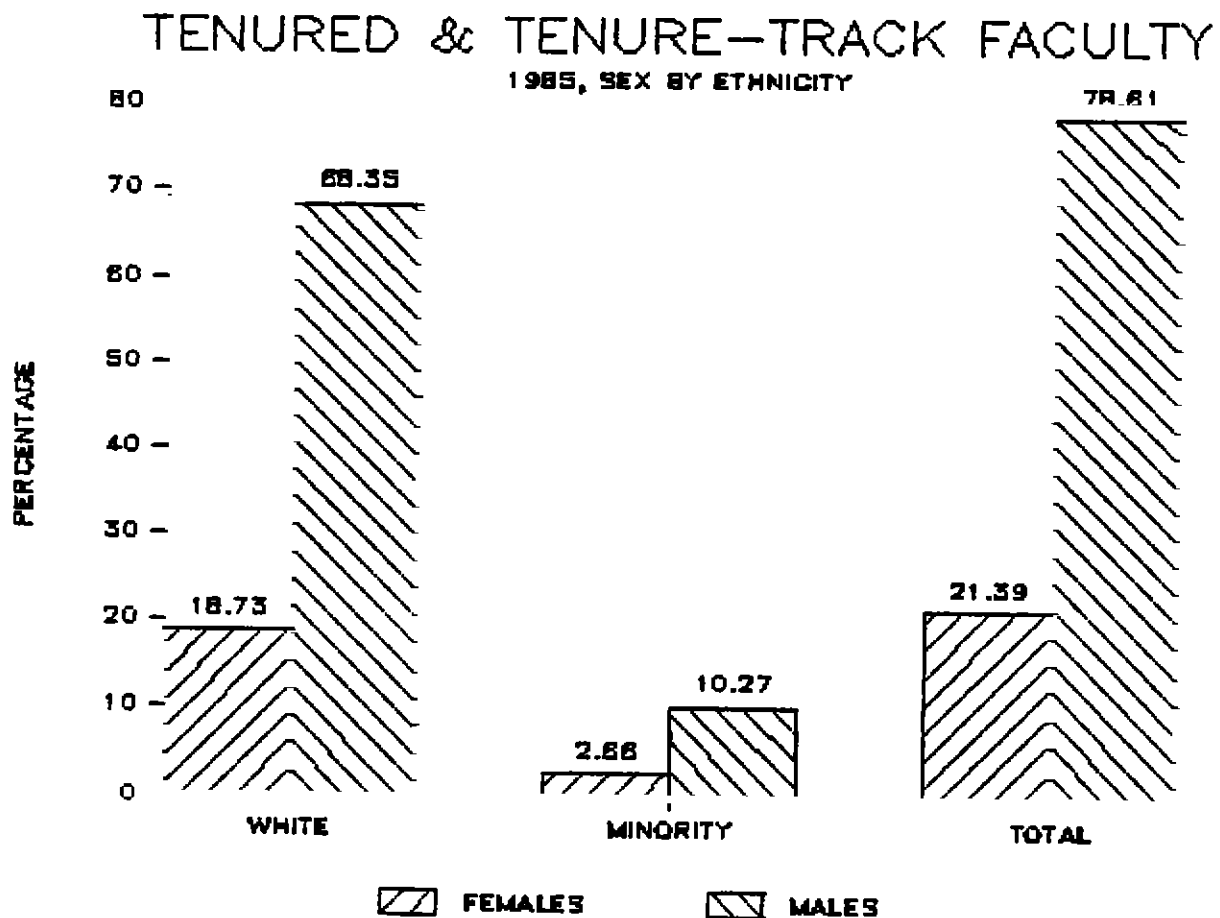


FIGURE 12
LECTURERS
1985, SEX BY ETHNICITY

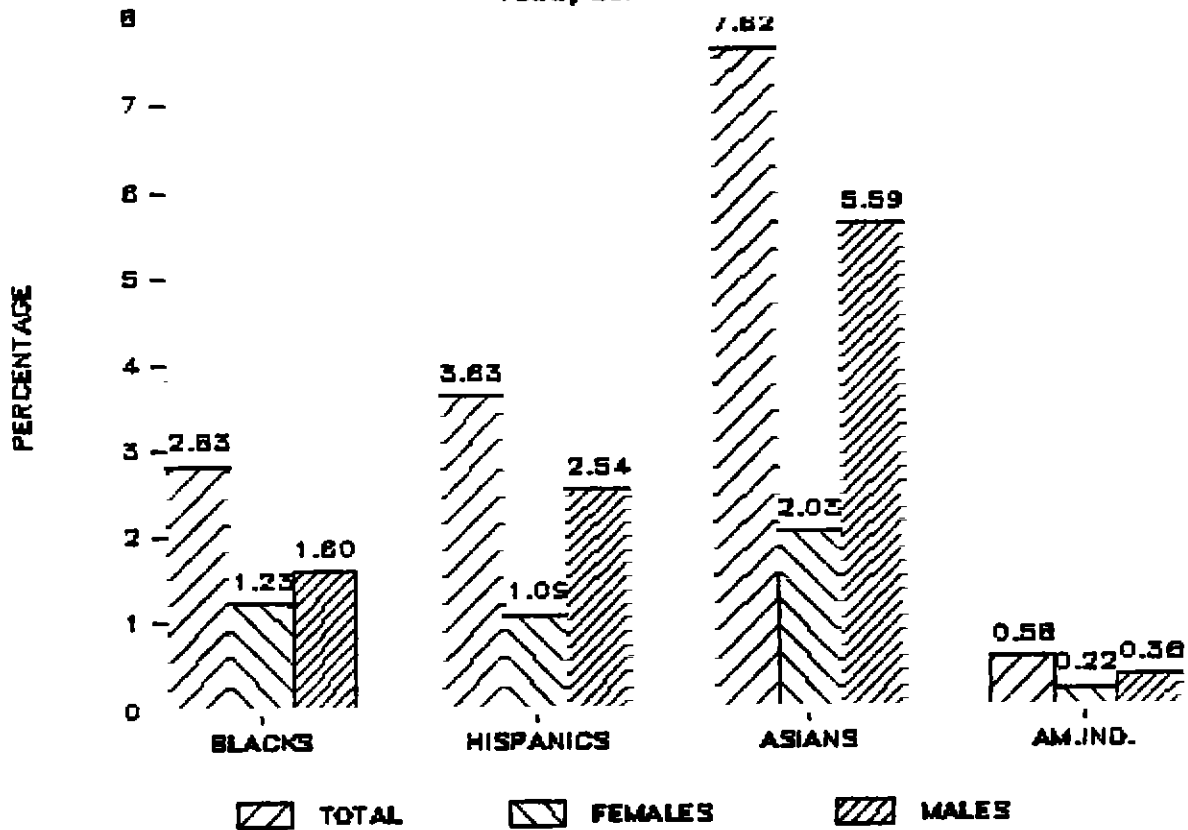


FIGURE 13
LECTURERS
1985, SEX BY ETHNICITY

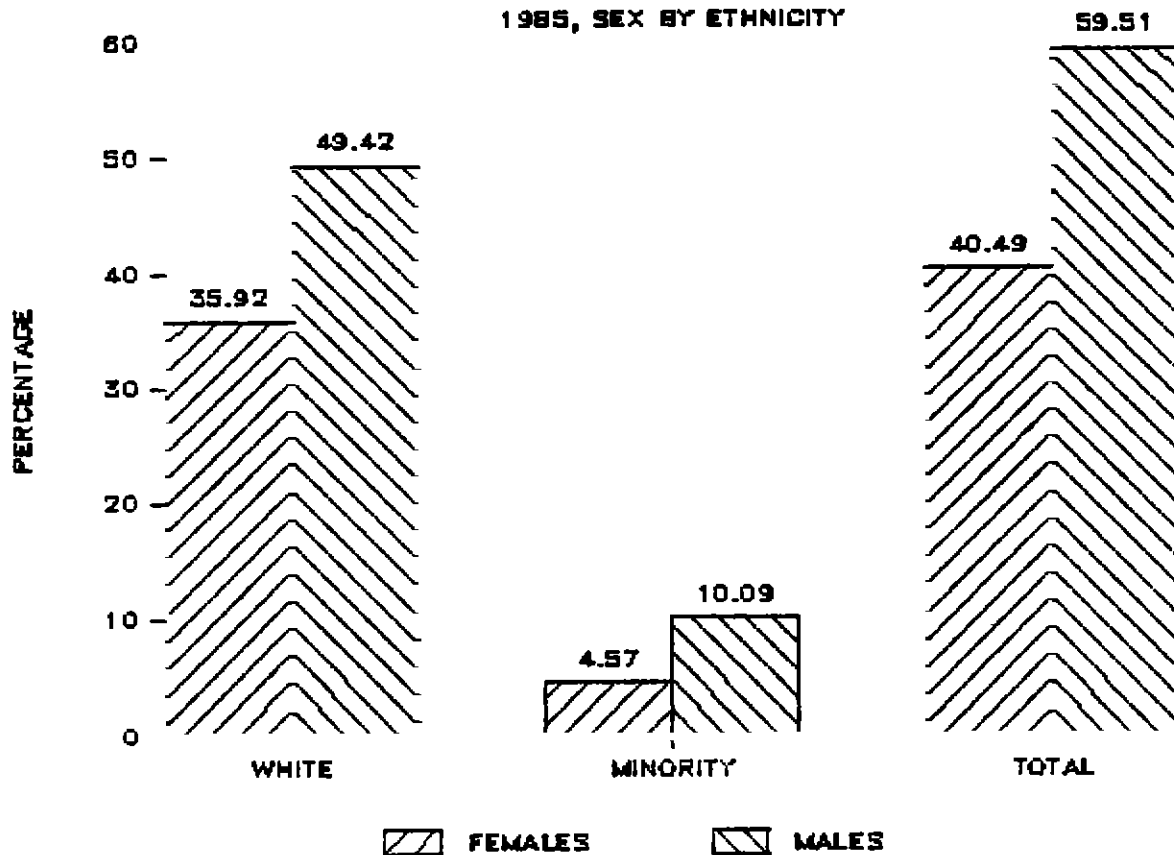


FIGURE 14.
EXEC., ADMIN., & MGR.
1985, SEX AND ETHNICITY

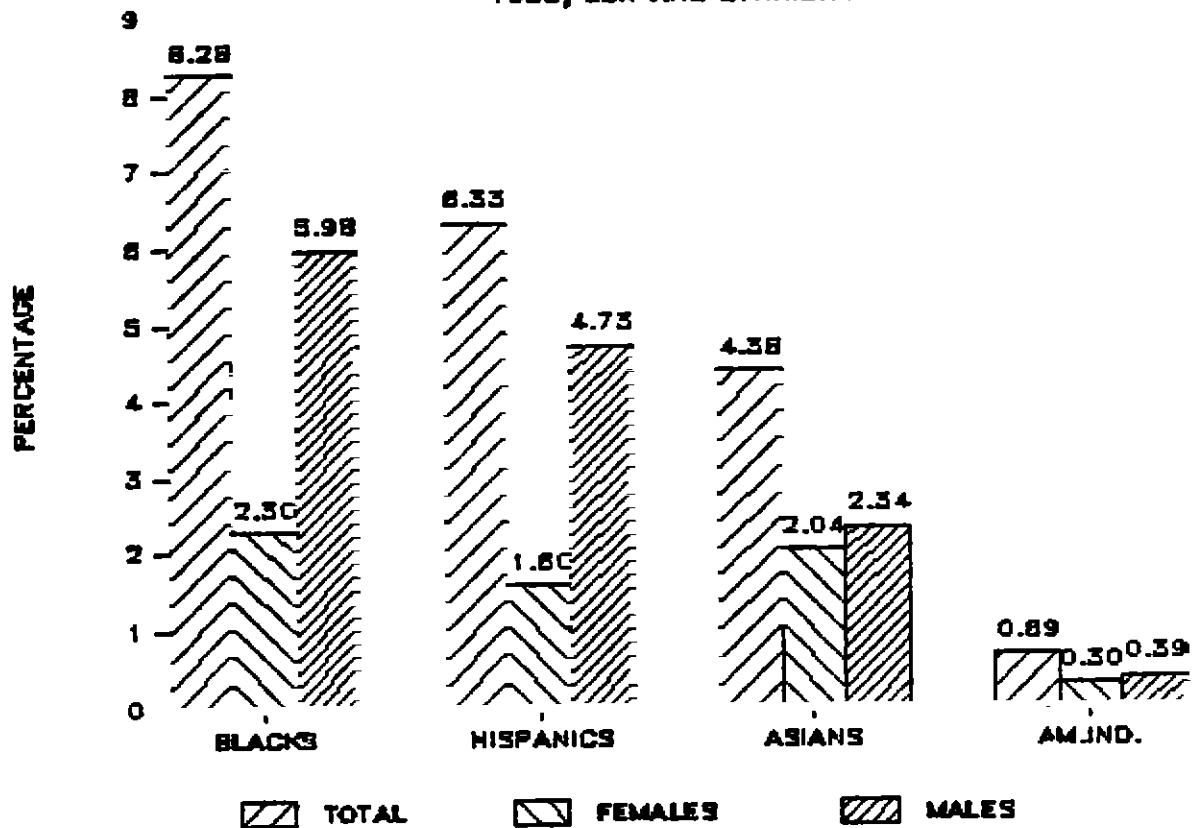


FIGURE 15.
EXEC., ADMIN. & MNGR.
1985, SEX AND ETHNICITY

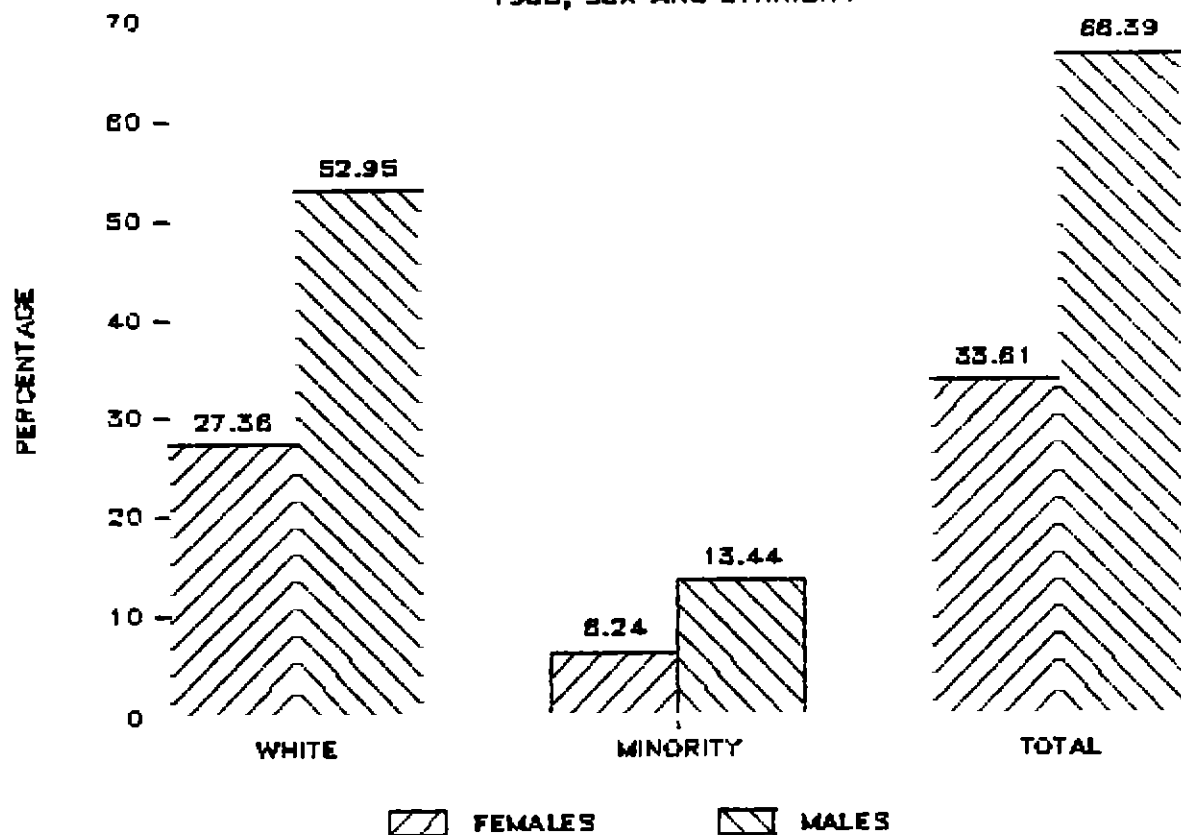


FIGURE 16.

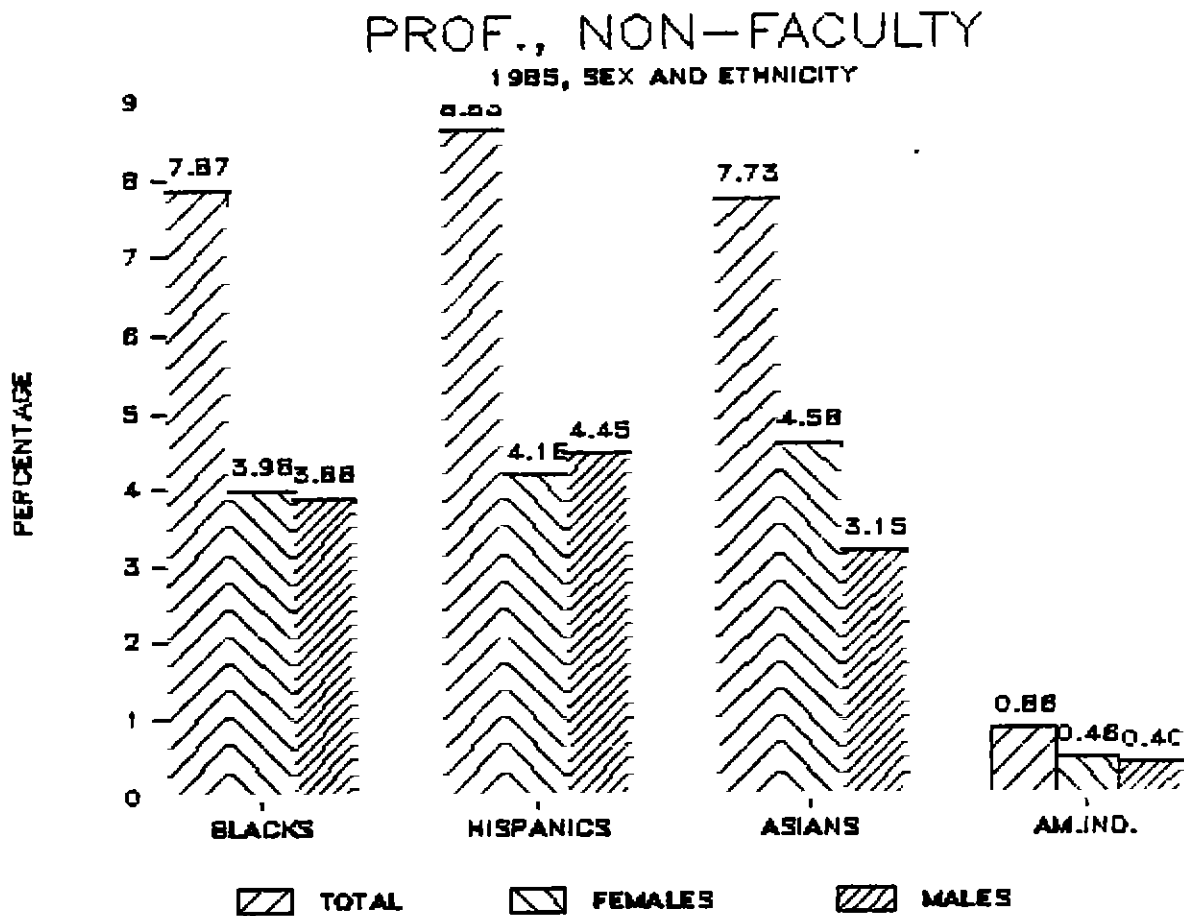


FIGURE 17.

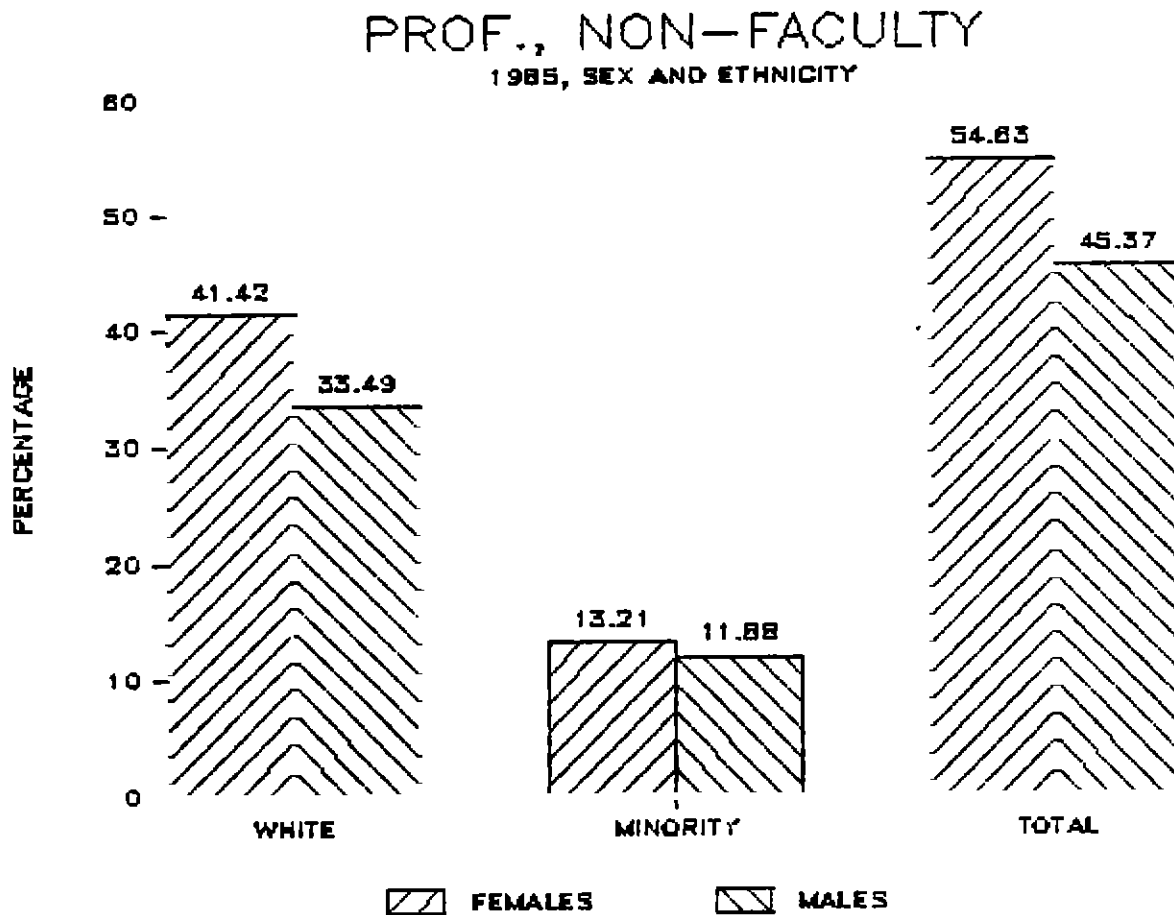


FIGURE 18.

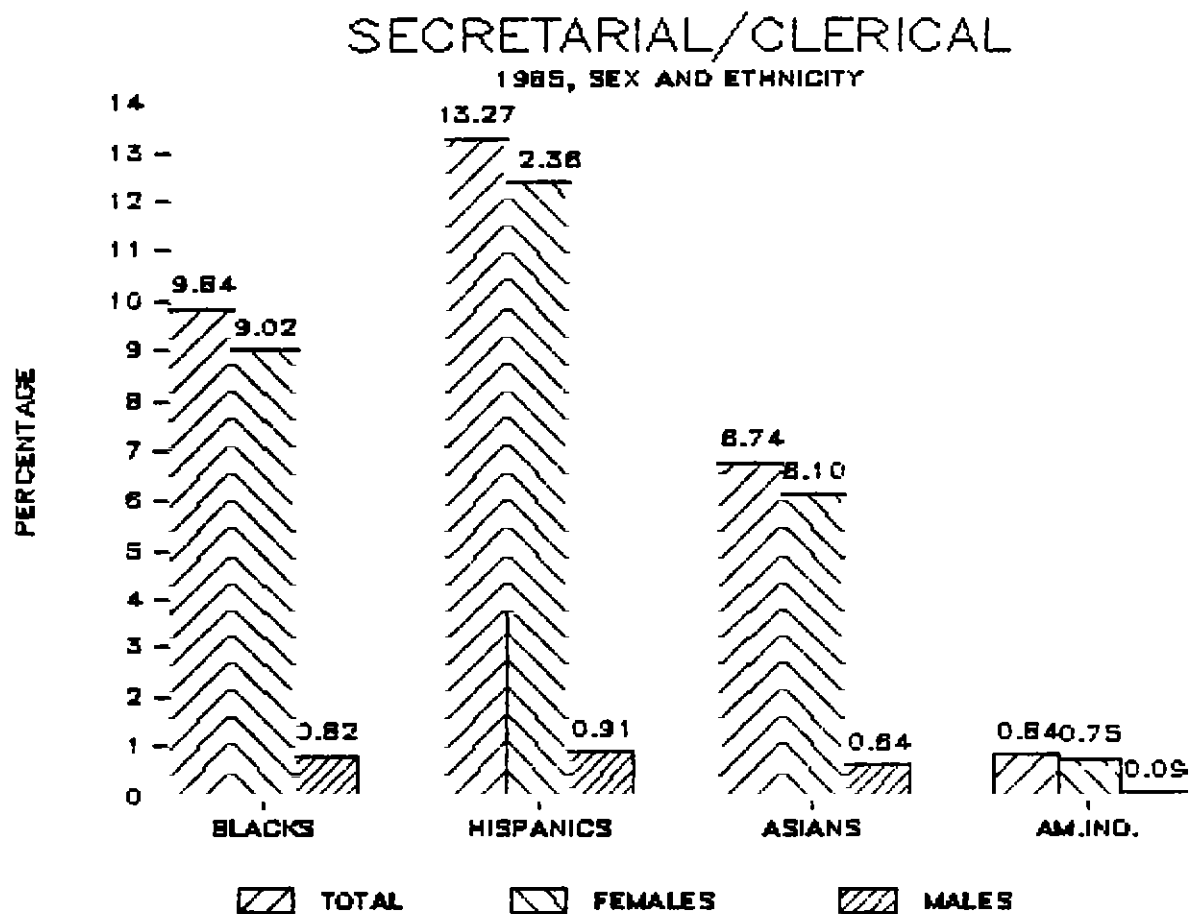


FIGURE 19.

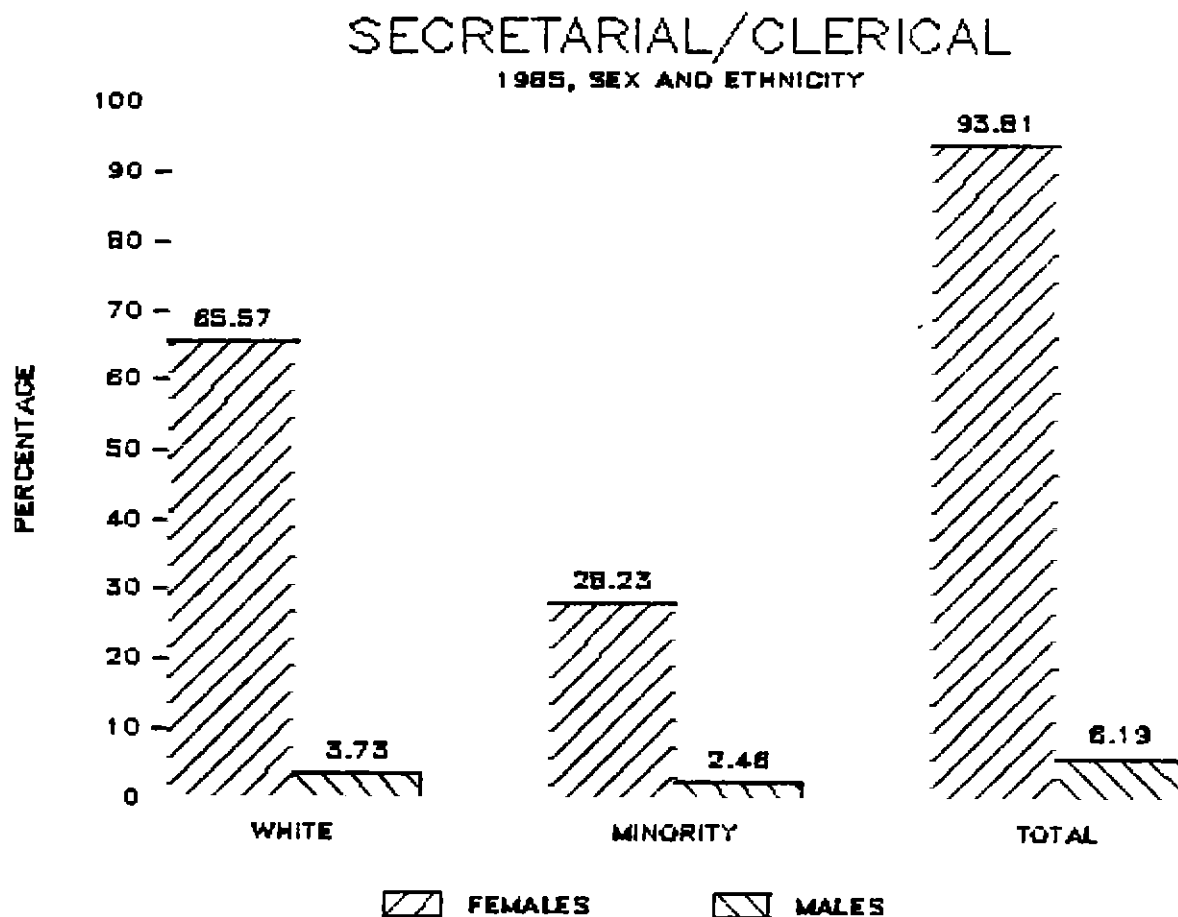


FIGURE 20.

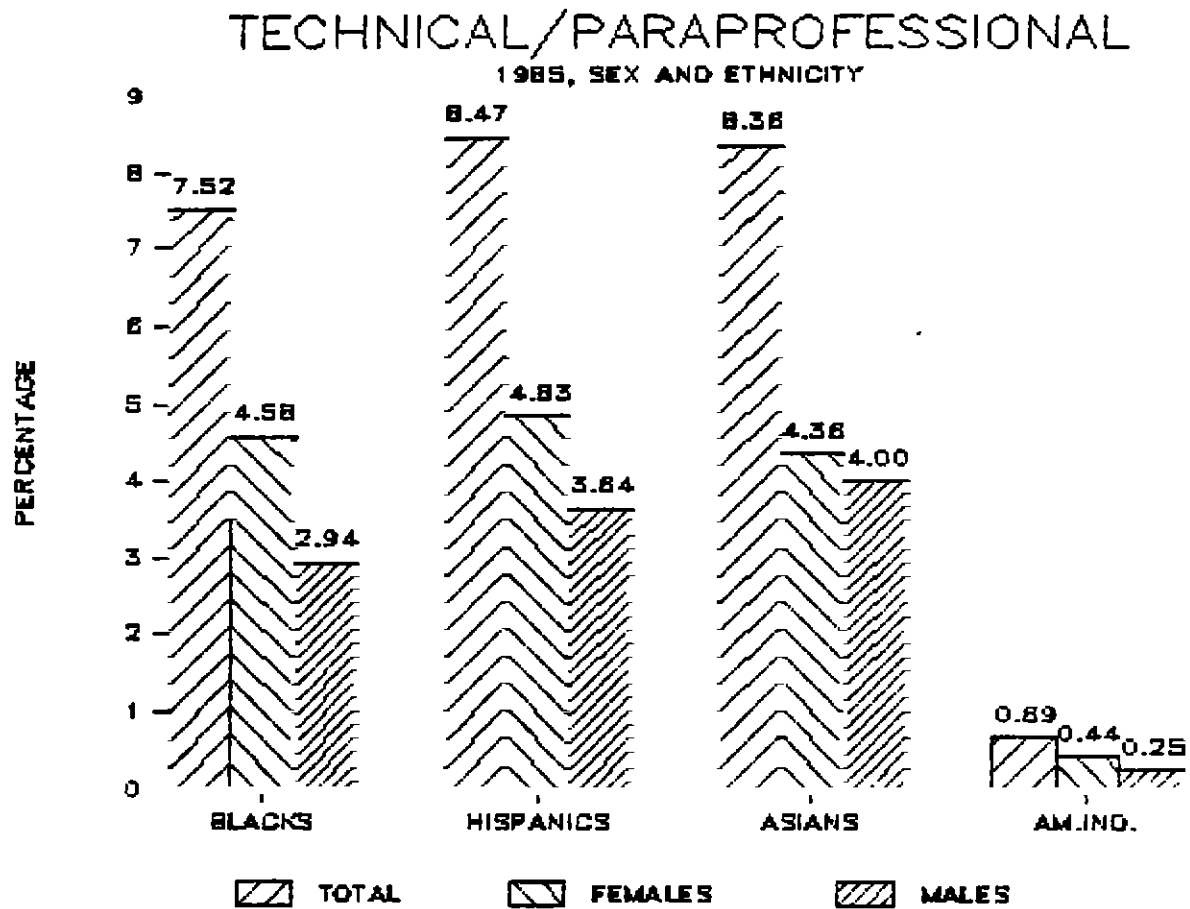


FIGURE 21.

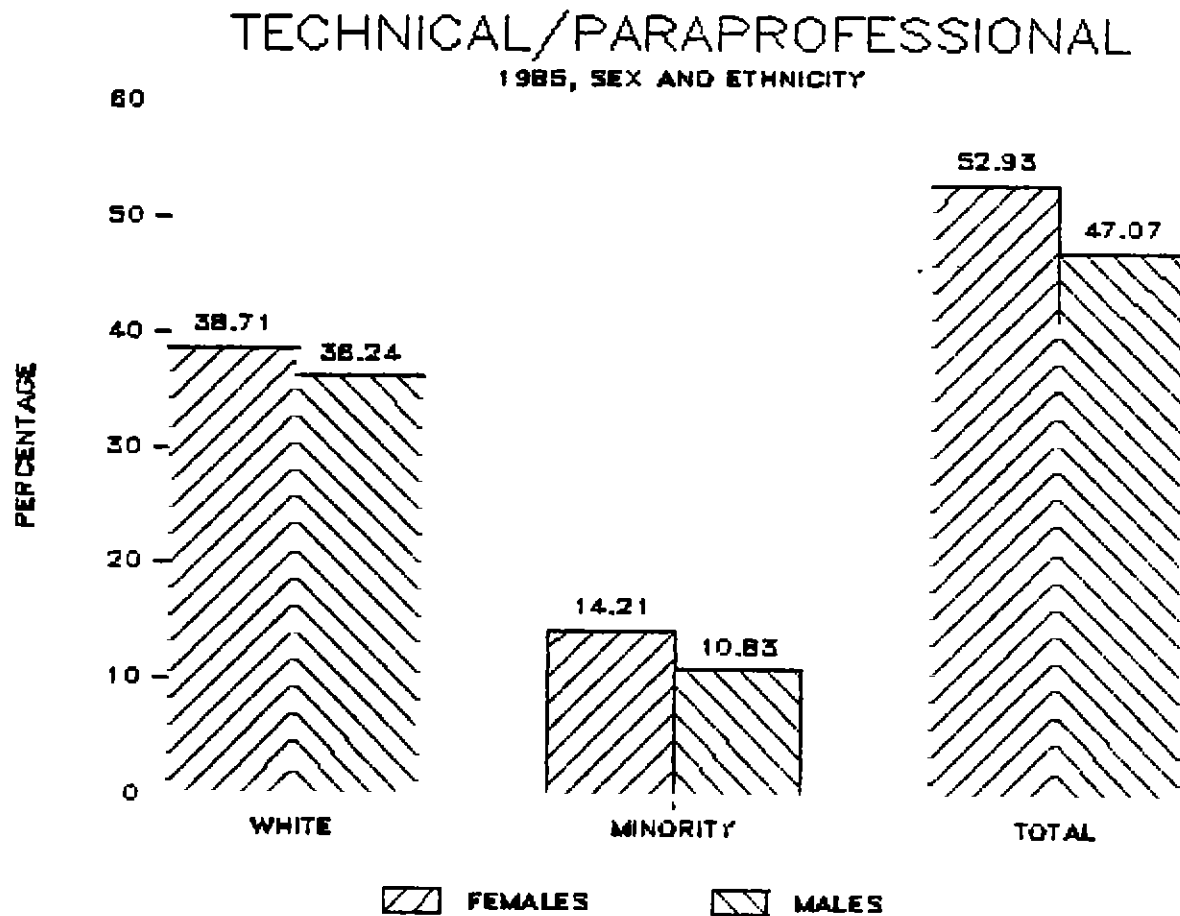


FIGURE 22.

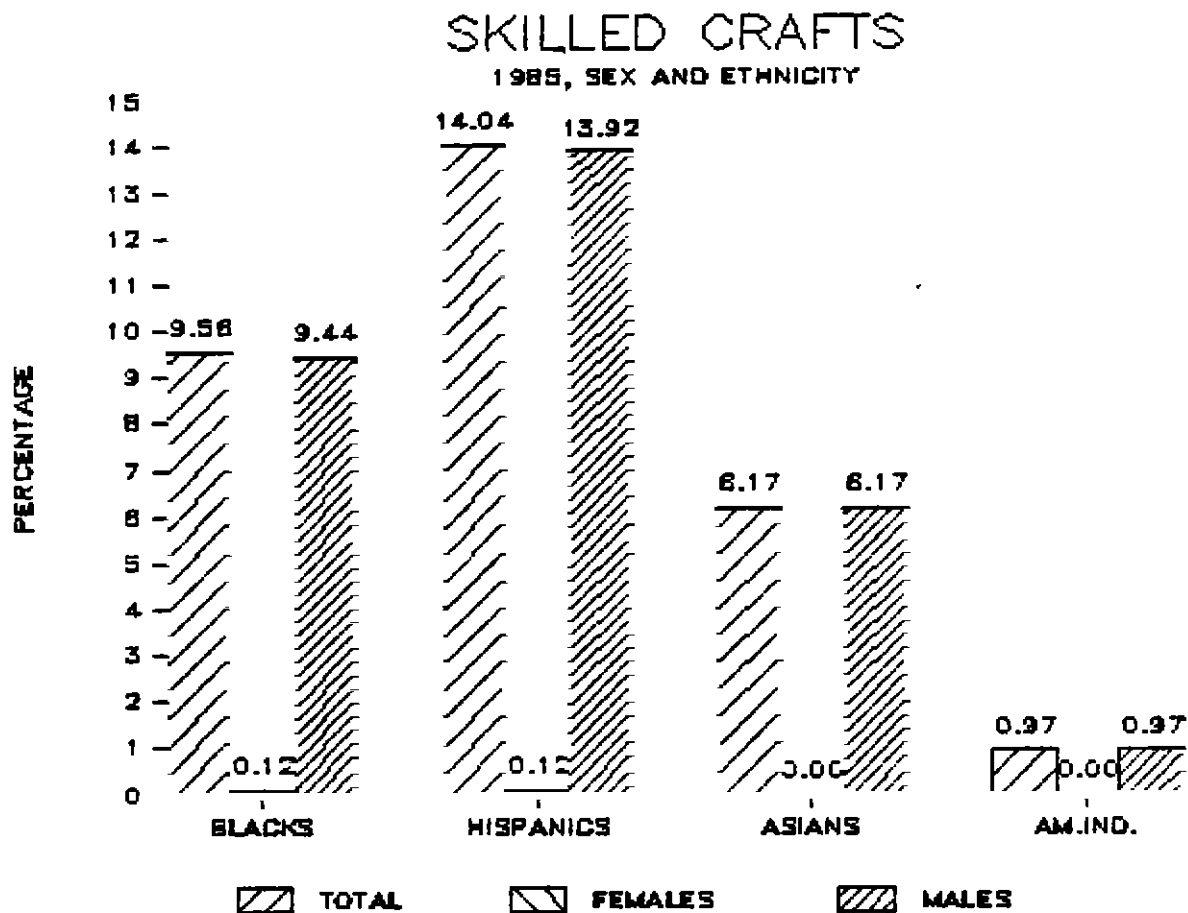


FIGURE 23.

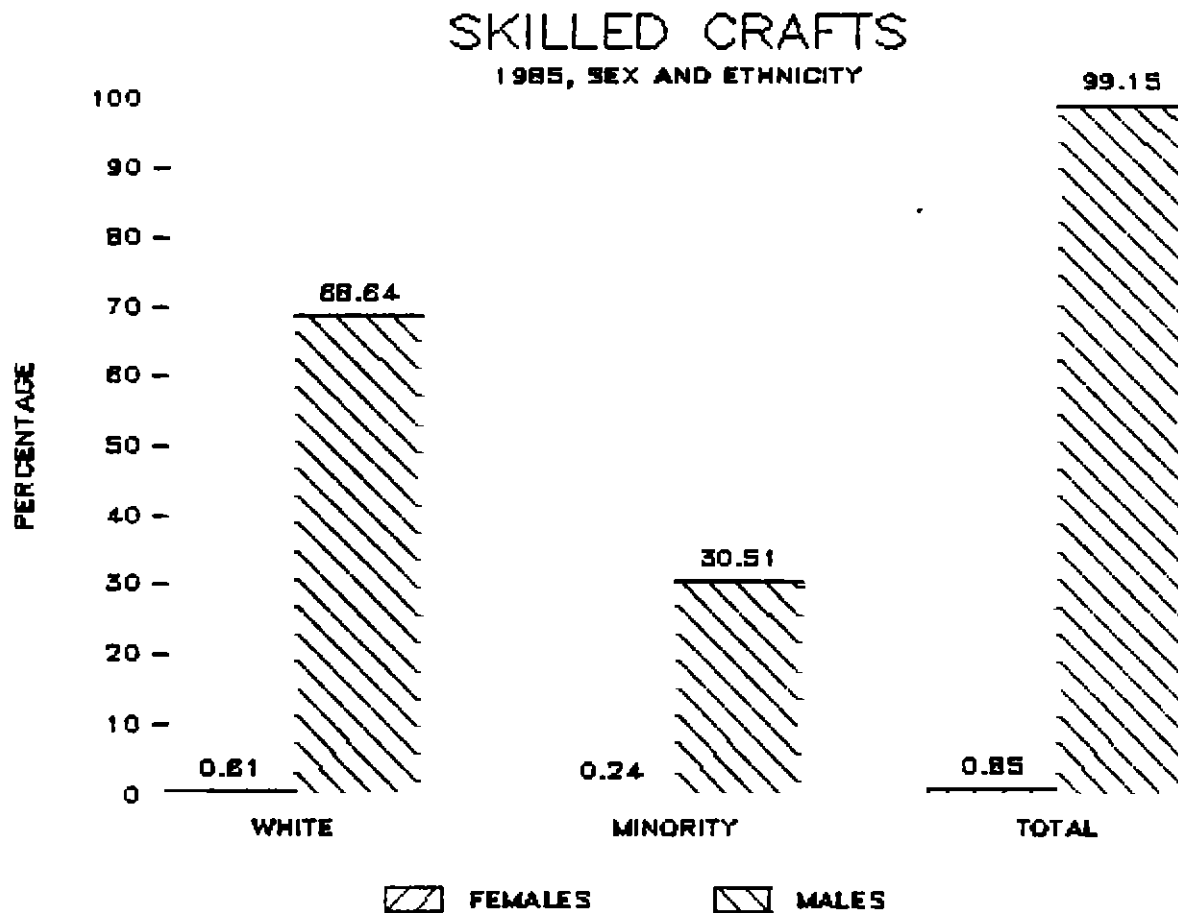


FIGURE 24.

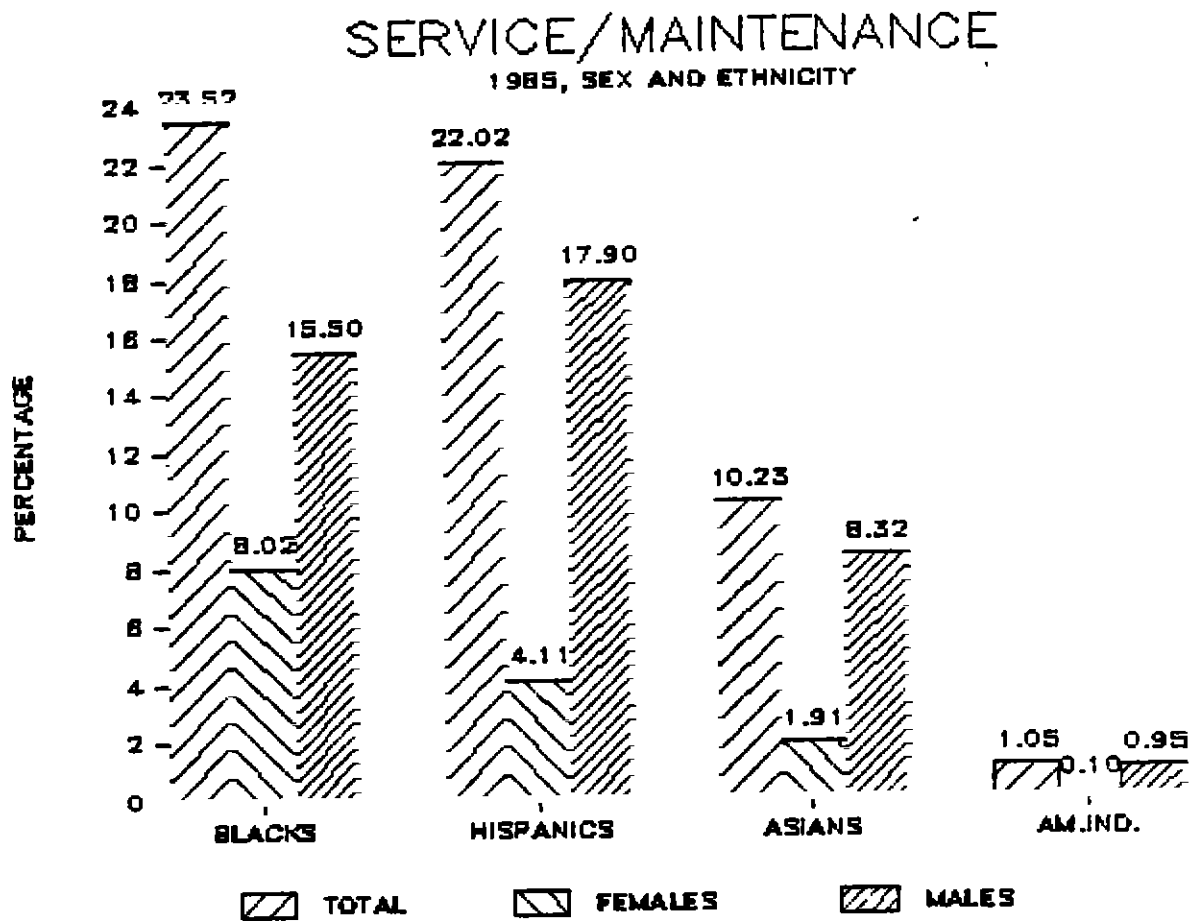


FIGURE 25.

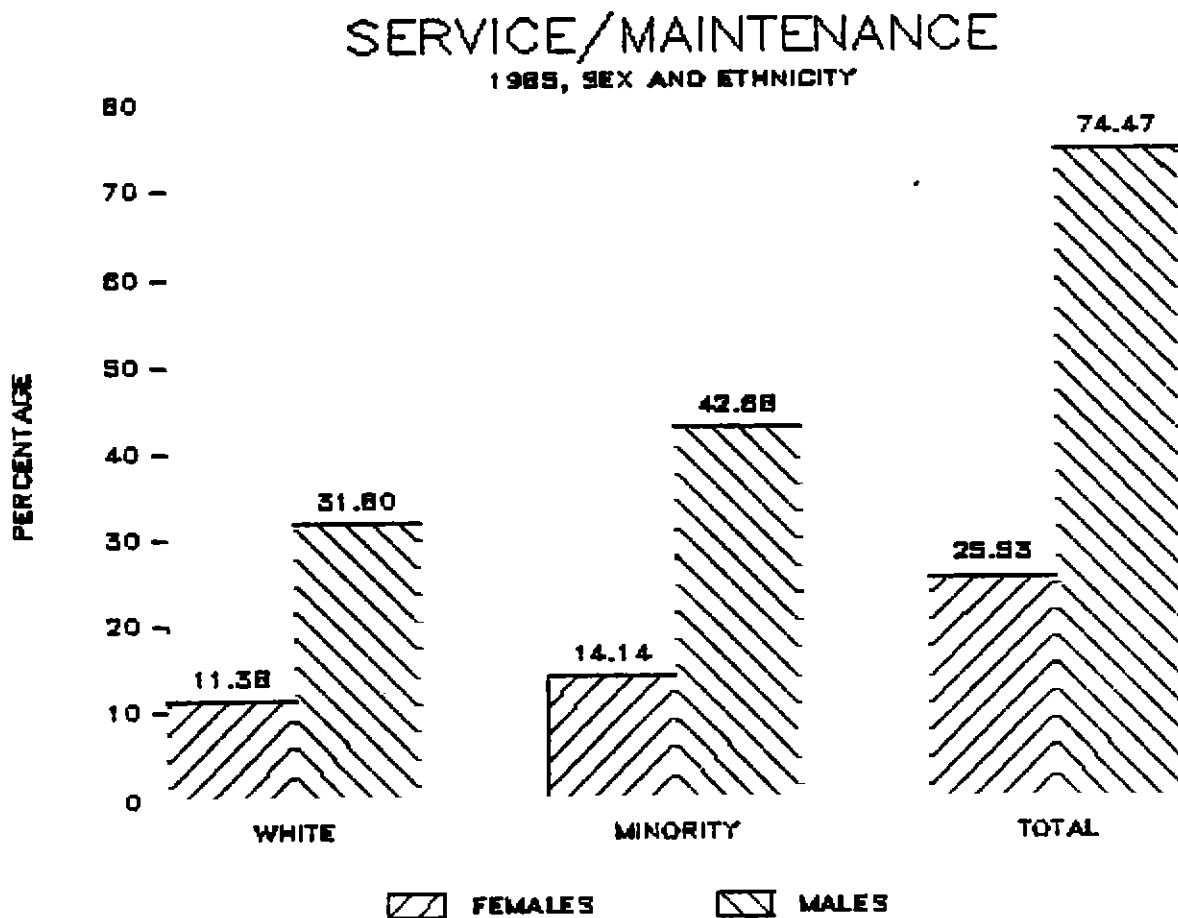
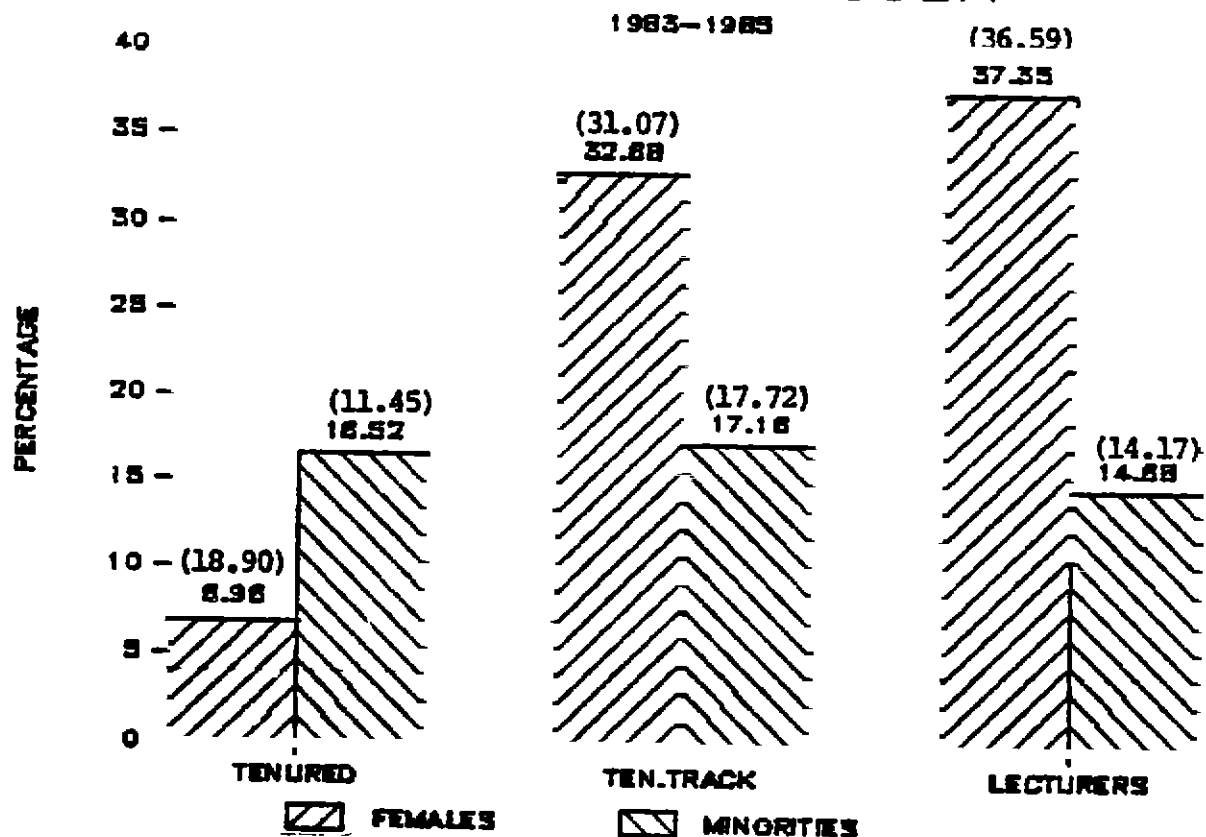
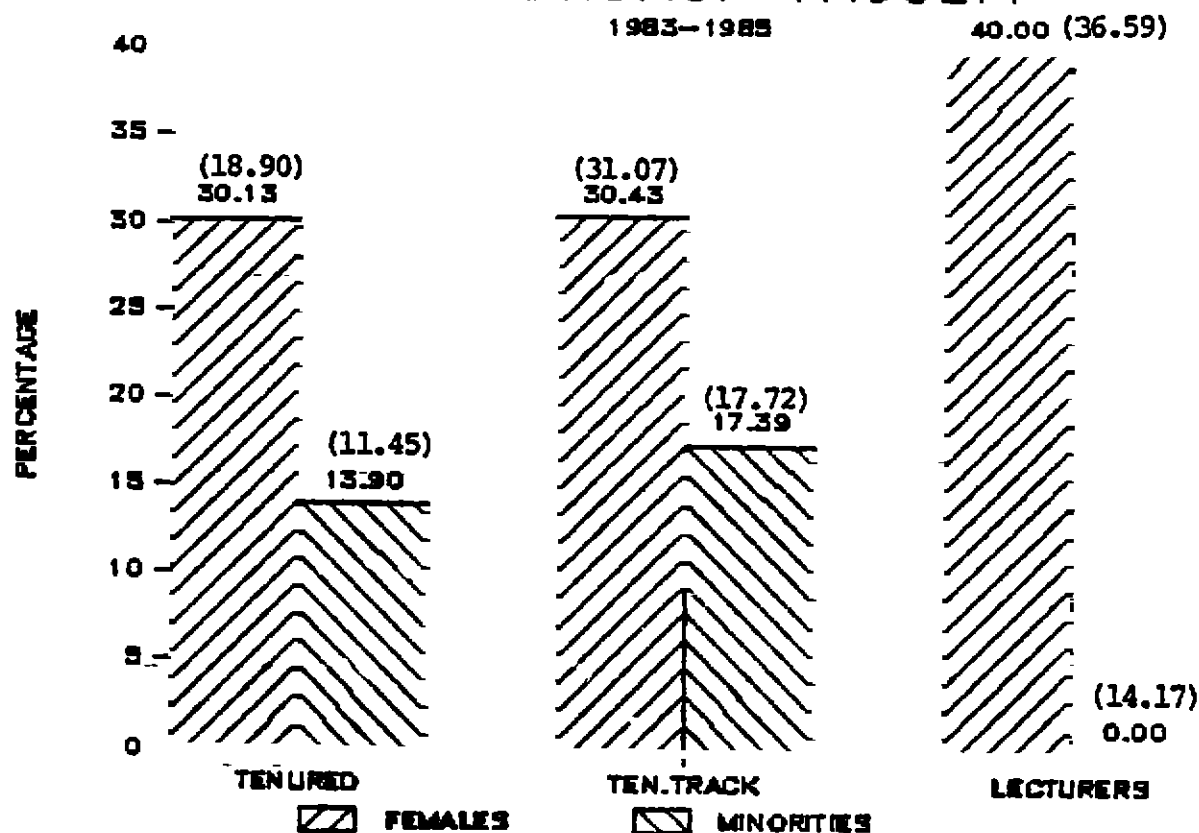


FIGURE 26
NEW HIRES: FACULTY



(X.XX) = Percentage in 1983 CSU Work Force

FIGURE 27
PROMOTIONS: FACULTY



(X.XX) = percentage in 1983 CSU Work Force

FIGURE 28 SEPARATIONS: FACULTY

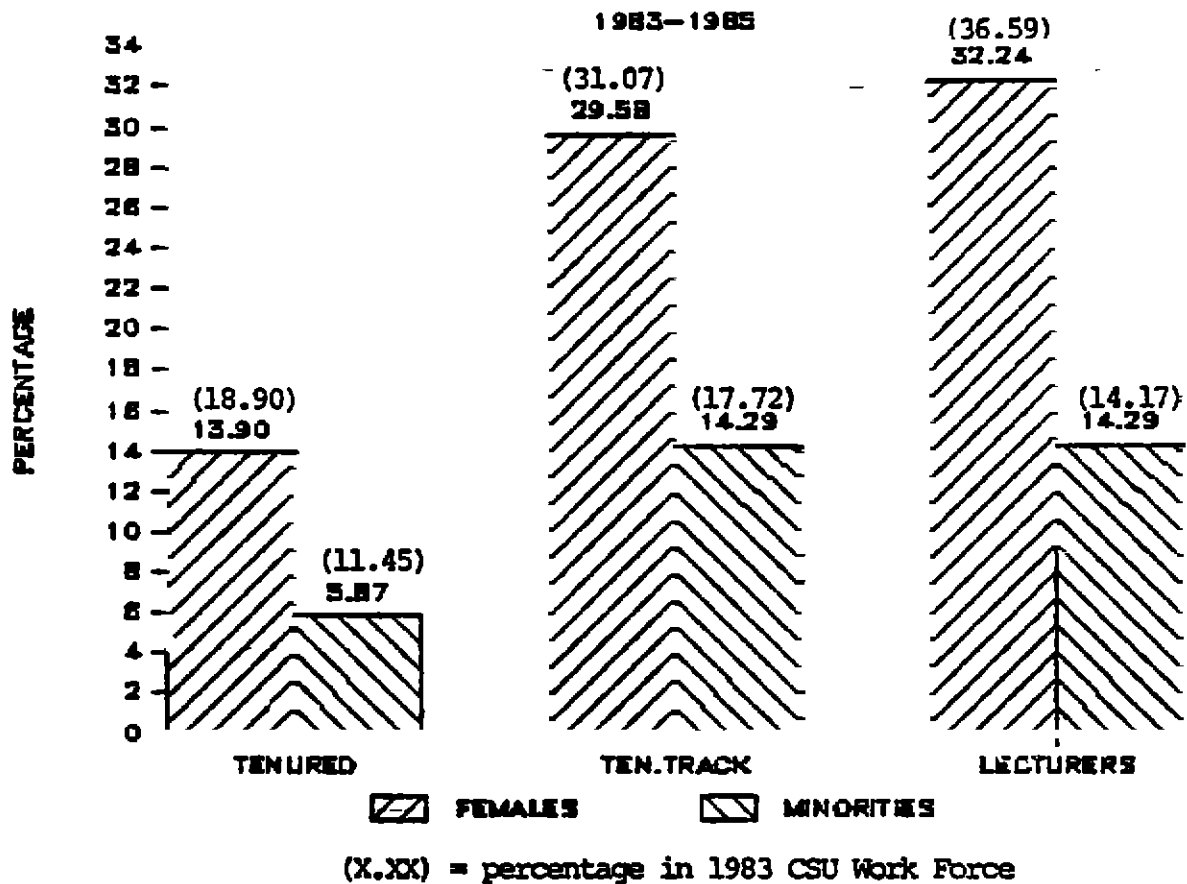


FIGURE 29 NEW HIRES: STAFF

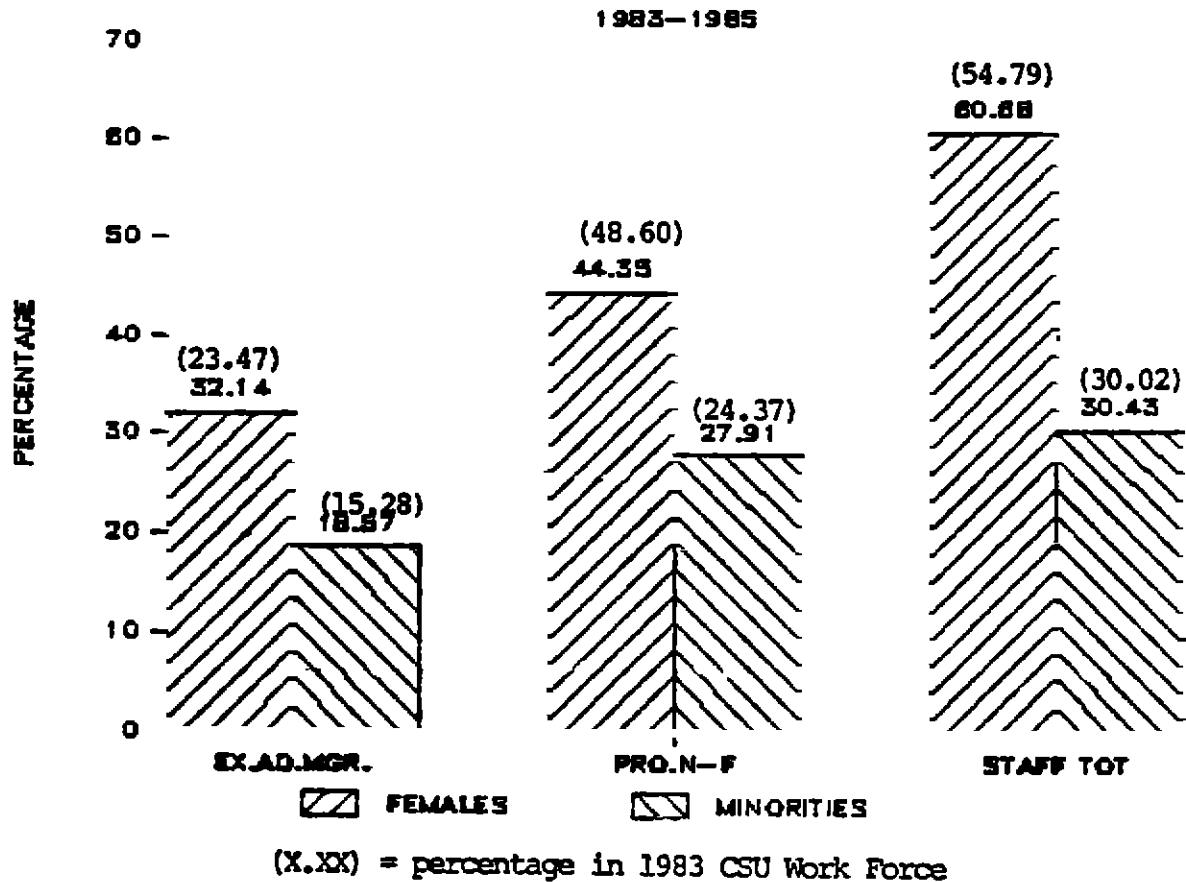
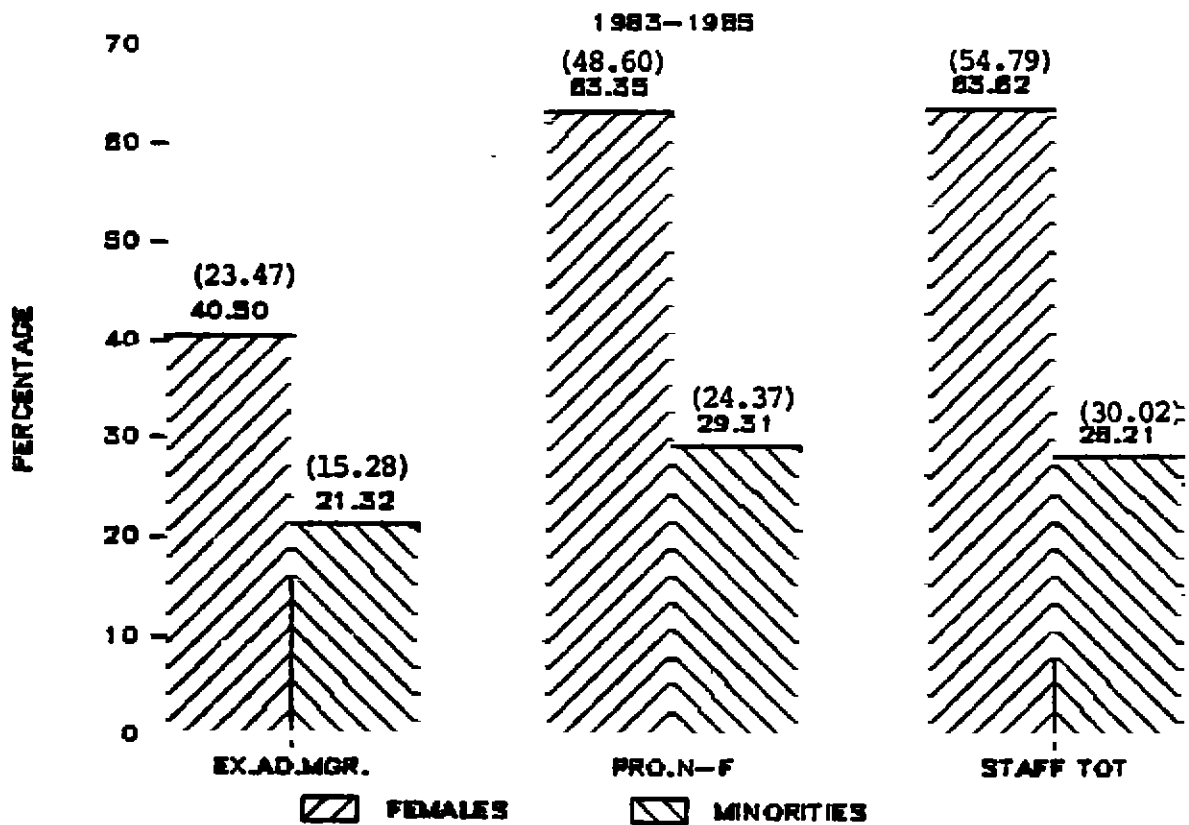
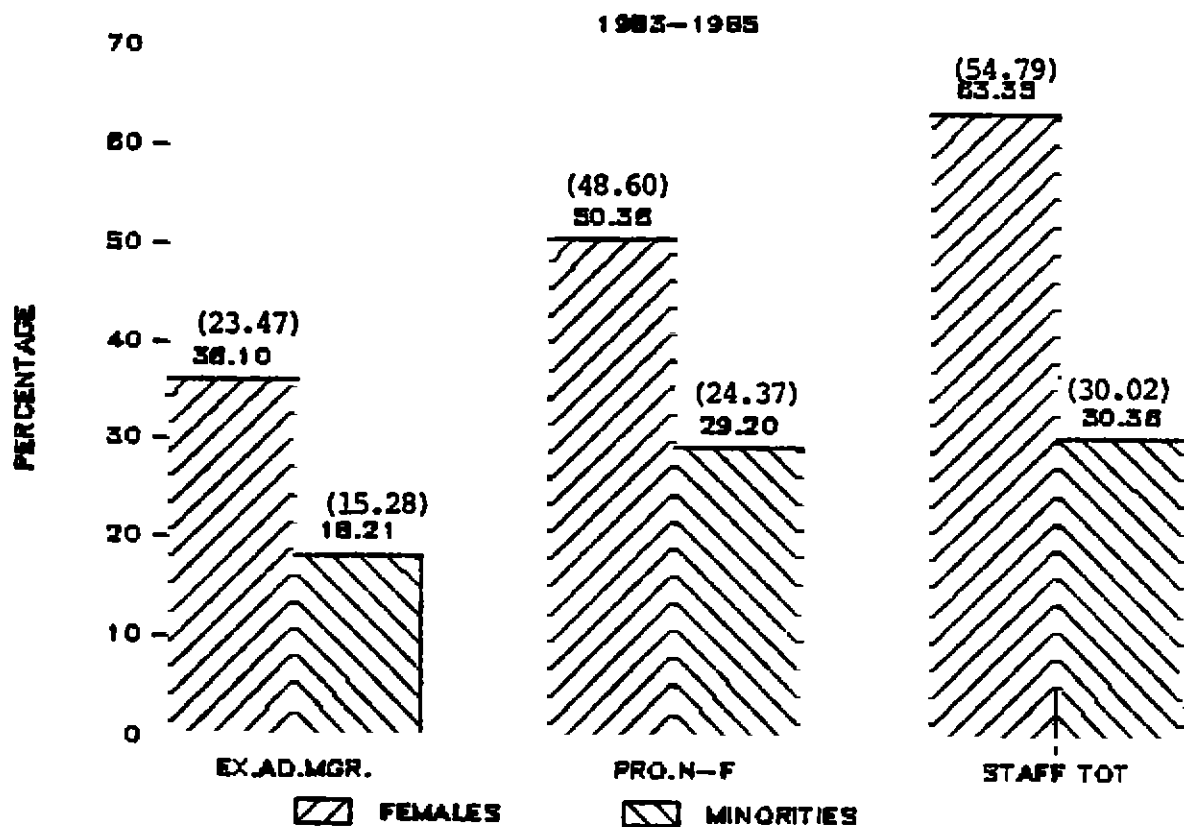


FIGURE 30
PROMOTIONS: STAFF



(X.XX) = percentage in 1983 CSU Work Force

FIGURE 31
SEPARATIONS: STAFF



(X.XX) = percentage in 1983 CSU Work Force

4

California Community Colleges

AFFIRMATIVE ACTION AT THE
CALIFORNIA COMMUNITY COLLEGES

A PRELIMINARY REPORT TO THE
CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

CALIFORNIA COMMUNITY COLLEGES

1107 NINTH STREET
SACRAMENTO, CALIFORNIA 95814
(916) 445-8752



September 25, 1986

Dr. William Pickens, Executive Director
California Postsecondary Education Commission
1020 12th Street
Sacramento, CA 95814

Dear Dr. Pickens:

More than one million students have entered into contracts with our one hundred and six diverse community colleges--contracts in which we promise to enhance their lives and expand their horizons through our teachings, experiences and examples. My pledge to these students is to have each college not only provide the quality instruction and individual interest to which they have a right, but to serve as a microcosm of our multi-ethnic, multi-racial, multi-cultural world. Affirmative action, then, becomes a mandate for our colleges and I am committed to working with each one of them to make significant progress as we promote, add to or hire replacement staff.

The attached report follows a pattern previously set and is identified as "preliminary" because I have placed in process an outside evaluation of our affirmative action data collection, reports and progress from which will come changes and recommendations for further implementation. The final report will be submitted to the governing board of the community colleges and, upon their acceptance, will become the more precise basis for our future contributions to the California Postsecondary Education Commission's reports on women and minorities in California Public Postsecondary Education.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Joshua L. Smith".

JOSHUA L. SMITH
Chancellor

JLS:rn
Attachment

I. Legislative Charge

California Community Colleges have been under State mandate to have employment affirmative action programs since the adoption of Education Code Sections 87100 through 87106 in September 1978. Such programs were deemed to be necessary by the Legislature when it declared its findings to be that:

(a) Generally speaking, California community colleges employ a disproportionately low number of racial and ethnic minority classified and certificated employees and a disproportionately low number of women and members of racial and ethnic minorities in administrative positions.

(b) It is educationally sound for the minority student attending a racially impacted school to have available the positive image provided by minority classified and certificated employees. It is likewise educationally sound for the child from the majority group to have positive experiences with minority people which can be provided, in part, by having minority classified and certificated employees at schools where the enrollment is largely made up of majority group students. It is also educationally important for students to observe that women as well as men can assume responsible and diverse roles in society.

It is the intent of the Legislature to require educational agencies to adopt and implement plans for increasing the numbers of women and minority persons at all levels of responsibility.

II. Historical Reminders

Employment affirmative action programs were developed to overcome the lingering effects of racial and other types of discrimination in America, such as very low representation of racial or ethnic minorities in well-paying jobs. Although equal employment opportunity programs had existed for years prior to the passage of the Civil Rights Act of 1964, those programs had not brought about significant changes in the level of representation of ethnic and racial minorities in the nation's public or private workforces. Domestic unrest in the urban areas where minorities were concentrated during the early sixties helped to raise the social consciousness of Americans so that national legislation was demanded and won for those minority groups who had often been relegated to low paying or menial jobs.

The Civil Rights Act of 1964 was the result of many political debates and considerable negotiation among proponents and opponents of increased civil and economic opportunities for racial and ethnic minorities. Title VII of the Civil Rights Act of 1964 specifically addressed the problems faced by racial, ethnic and religious minorities and women in the employment sector by prohibiting acts which constitute illegal discrimination. Section 703(a) of Title VII provides that:

It shall be an unlawful employment practice for an employer (1)...to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex or national origin.

The requirement of affirmative action which is distinct from the duty to refrain from discriminating is the essence of Executive Order 11246. This presidential order requires that every nonexempt federal government contract contain provisions that impose upon contractors and subcontractors dual obligations with respect to their employment practices: (1) not to discriminate against employees or applicants because of race, color, religion, sex or national origin; and (2) to take affirmative action to recruit, hire, and promote minorities and women whenever these groups are "underutilized" in the employer's work force, without regard to whether the employer has discriminated against those groups in the past.

Since the adoption of Education Code Sections 87100 through 87106 in September 1978, community colleges and the Board of Governors have been charged with the responsibility of adopting and implementing effective employment affirmative action programs in every public community college district in California. The Board of Governors took a major step toward the full implementation of the state affirmative action statute in December 1981, through the adoption of fifty-two Title 5 regulations, which detail specific responsibilities of the Board and the districts. Although the Board of Governors had previously adopted regulations in 1977 requiring California community colleges to adopt and implement affirmative action programs for increasing the number of ethnic minorities, women, handicapped individuals, and Vietnam-era veterans at all levels of staffing responsibility, it wasn't until the adoption of the later set of Title 5 regulations in 1981 that many districts began to adopt and implement effective comprehensive affirmative action programs. Today, all seventy districts have adopted, through their local governing board of trustees, employment affirmative action programs with employment goals and timetables.

III. Demographic Changes in California

California's population is comprised of approximately one-third ethnic minorities, and is it projected that, in fewer than fourteen years, today's ethnic minorities will become the "majority."

During that same period, over forty-eight percent of current community college staff in professional level positions (administrative, managerial, faculty, and professional non-faculty) will reach sixty-five years of age and, presumably, consider retiring. This means that approximately half of current existing professional level positions may become vacant and, thereby, provide districts with opportunities for achieving parity in the employment of ethnic minorities, women, the disabled, and Vietnam-era veterans.

IV. Affirmative Action Recommendations of The Commission for the Review of the Master Plan

In March 1986, the Commission for the Review of the Master Plan for Higher Education issued its report in final draft form on its reassessment of the California community colleges. In Chapter Four, "Faculty and Administrators," the Commission made thirteen recommendations, including a very significant one concerning recruitment and affirmative action:

"That the Board of Governors prepare a plan for strengthening community college faculty and staff affirmative action policies and programs and monitor and publish the results by college. The plan should include clear lines of district accountability for its success and ensure participation in and commitment to effective affirmative action by district trustees, administrators, and faculty alike."

After the submission of this report to the Legislature pursuant to Sections 87104 and 87105 of the Education Code, a plan will be drafted based upon the recommendations of the Chancellor and the Commission for the Review of the Master Plan for Higher Education for review and adoption by the Board of Governors. This plan shall address the need to strengthen community college faculty and staff affirmative action policies and programs as well as provide for mechanisms to monitor the results by college. The results shall be made public in accordance with existing statutes and regulations.

V. Affirmative Action Efforts in the California Community Colleges

Currently, all seventy community college districts have adopted affirmative action plans with goals and timetables for increasing the numbers of ethnic minorities and women in those job categories in which they are underrepresented in a district's workforce.

Some of the seventy districts have experienced significant numbers of separations. Many of these are White males retiring from faculty as well as other college positions, which then statistically increases the percentage representation of ethnic minorities and women; in these instances, the apparent gain is not the result of vigorous efforts to increase the number of protected group members.

VI. Workforce Analysis (Table 1)

An Analysis of the Composition of California Community Colleges Workforce with Respect to the Ethnicity and Gender of Employees in Comparison to the 1980 State Population, the 1985 State Labor Force, and the Fall 1985 Student Enrollments in the California Community Colleges

Table 1 depicts the ethnic and gender composition of community college comparison groups. This table displays the ethnic minority group composition of the 1980 California population, the 1985 California Labor

Table 1
Ethnic Composition of Community College Comparison Groups

Ethnic Group	1980 California Population ^{1/}	1985 California Labor Force	Fall 1985 California Community College Enrollments ^{3/}	1985 Community College Staff ^{4/}					Classified Administrative	Classified Professional	Certificated Administrative	Classified Administrative	Classified Clerical, Secretarial, Technical, Paraprofessional, Skilled Crafts, Service/Maintenance
				Contract & Regular Faculty	Temporary Faculty	Professional							
American Indian/ Alaskan Native	0 8	0 9*	1 3	0 6	0 6	0 5			0 9			0 8	0 9
Asian/Pacific Island	3 7	4 8*	9 8	3 3	3 5	6 4			3 4			3 4	5 2
Blacks	6 8	6 0	7 3	5 0	3 6	11 1			10 1			8 3	11 8
Whites	63 8	67 3	63 1	85 3	86 8	68 7			76 8			78 6	66 6
Hispanics	17 2	18 7	13 8	5 4	5 1	10 6			8 4			7 9	13 5
Filipinos	1 4	2 0*	2 3	0 4	0 4	2 7			0 4			1 0	2 0
Other	6 3	0 3*	2 4	0 0	0 0	0 0			0 0			0 0	0 0
Gender													
Men	48 7	56 3	43 9	64 3	58 2	48 3			73 2			66 5	40 0
Women	51 3	43 7	56 1	35 7	41 8	51 7			26 8			33 5	60 0
Total Percent	100 0	100 0	100 0	100 0	100 0	100 0			100 0			100 0	100 0
Total Number	23,667,902	12,937,000	1,175,548	15,631	24,278	1,860			1,665			612	14,226

* Estimated using U S. current population survey data for "other" workforce classification and weighting based on representation in the general population
Sources 1/ State Personnel Board Report 3510, April 7, 1986

2/ Department of Finance, Demographic Research, April 29, 1986

3/ Student Data File, Chancellor's Office Information System, April 1986

4/ 1985 Staff File Data, Chancellor's Office Information System, April 1986

The percent distribution includes unknowns West Valley did not report

Force, the fall 1985 community college systemwide enrollment, the 1985 contract and regular faculty, and 1985 temporary or part-time faculty, the 1985 professional employees, the 1985 certificated administrative staff, the 1985 classified and administrative staff, and the 1985 classified staff.

Table 1 displays the seven ethnic minority and white groups which compose the California Community Colleges workforce in terms of their percentage composition of each of six major job groupings: (1) contract and regular faculty; (2) temporary faculty; (3) professional; (4) certificated administrative; (5) classified administrative; and (6) classified staff which includes secretarial, clerical, technical, paraprofessional, skilled crafts, and service/maintenance workers.

The level of representation of each ethnic minority group and of women in the 1985 California community colleges' workforce is compared to the level of representation for each protected group in the State population according to the 1980 census, in the 1985 state labor force, and in fall 1985 student enrollments for the California community colleges.

AMERICAN INDIANS/ALASKAN NATIVES

American Indian/Alaskan Natives are underrepresented in full-time contract and regular faculty positions at 0.6% in comparison to their availability in the state population (0.8%), in comparison to their availability in the State labor force (0.9%), and in comparison to the fall 1985 community college enrollment for this ethnic grouping (1.3%).

American Indian/Alaskan Natives are underrepresented in part-time temporary faculty positions at 0.6% in comparison to their availability in the State population (0.8%), in the State labor force (0.9%) and in the fall 1985 community college enrollment (1.3%).

American Indian/Alaskan Natives are also underrepresented in professional positions at 0.5% in comparison to their availability in the State population (0.8%), in comparison to their availability in the State labor force (0.9%), and in comparison to the fall 1985 community college enrollments (1.3%).

American Indian/Alaskan Native persons are above parity by a very small margin in certificated administrative positions at 0.9% in comparison to their availability in the State population (0.8%), are at parity in comparison to their availability in the State labor force and are underrepresented in comparison to the fall 1985 community college enrollments (1.3%) for this ethnic grouping.

American Indian/Alaskan Native persons are at parity in classified administrative positions at 0.8% in comparison to their availability in the State population (0.8%), are underrepresented in comparison to their availability in the State labor force (0.9%), and underrepresented in comparison to the fall 1985 community college enrollments (1.3%) for this ethnic grouping.

American Indian/Alaskan Native persons are above parity by a very small margin in classified staff positions at 0.9%, in comparison to their availability in the State population (0.8%), are at parity in comparison to their availability in the State labor force (0.9%), and are underrepresented in comparison to the fall 1985 community college enrollments (1.3%) for this ethnic grouping.

ASIANS/PACIFIC ISLANDERS

Asian/Pacific Islander persons are underrepresented in contract and regular faculty positions at 3.3% in comparison to their availability in the State population (3.7%), in comparison to their availability in the State labor force (4.8%), and in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

Asian/Pacific Islander persons are underrepresented in temporary faculty positions at 3.5% in comparison to their availability in the State population (3.7%), in comparison to their availability in the State labor force (4.8%), and in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

Asian/Pacific Islander persons are above parity in professional positions at 6.4% in comparison to their availability in the State population (3.7%), are above parity in comparison to their availability in the State labor force (4.8%), and are underrepresented in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

Asian/Pacific Islander persons are underrepresented in certificated administrative positions at 3.4% in comparison to their availability in the State population (3.7%), are underrepresented in comparison to their availability in the State labor force (4.8%), and are very underrepresented in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

Asian/Pacific Islander persons are underrepresented in classified administrative positions at 3.4% in comparison to their availability in the State population (3.7%), are underrepresented in comparison to their availability in the State labor force (4.8%), and are very underrepresented in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

Asians/Pacific Islanders are above parity in classified staff positions at 5.2% in comparison to their availability in the State population (3.7%), are above parity in comparison to their availability in the State labor force (4.8%), and are underrepresented in comparison to fall 1985 community college enrollments (9.8%) for this ethnic grouping.

BLACKS

Black persons are underrepresented in contract and regular faculty positions at 5.0% in comparison to their availability in the State population (6.8%), in comparison to the State labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

Black persons are underrepresented in temporary faculty positions at 3.6% in comparison to their availability in the State population (6.8%), in comparison to the state labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

Black persons are above parity in professional positions at 11.1% in comparison to their availability in the State population (6.8%), in comparison to the state labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

Black persons are above parity in certificated administrative positions at 10.1% in comparison to their availability in the State population (6.8%), in comparison to the state labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

Black persons were above parity in classified administrative positions at 8.3% in comparison to their availability in the State population (6.8%), in comparison to the state labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

Black persons were above parity in classified staff positions at 11.8% in comparison to their availability in the State population (6.8%), in comparison to the state labor force (6.0%), and in comparison to fall 1985 community college enrollments (7.3%).

FILIPINOS

Filipino persons are underrepresented in contract and regular faculty positions at 0.4% in comparison to their availability in the state population (1.4%), in comparison to their availability to the State labor force (2.0%), and in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

Filipino persons are underrepresented in temporary faculty positions at 0.4% in comparison to their availability in the state population (1.4%), in comparison to their availability to the State labor force (2.0%), and in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

Filipino persons are above parity in professional positions at 2.7% in comparison to their availability in the state population (1.4%), in comparison to their availability to the State labor force (2.0%), and in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

Filipino persons are underrepresented in certificated administrative positions at 0.4% in comparison to their availability in the state population (1.4%), in comparison to their availability to the State labor force (2.0%), and in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

Filipino persons are underrepresented in classified administrative positions at 1.0% in comparison to their availability in the state population (1.4%), in comparison to their availability to the State labor force (2.0%), and in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

Filipino persons are above parity in classified staff positions at 2.0% in comparison to their availability in the state population (1.4%), at parity in comparison to their availability to the State labor force (2.0%), and are underrepresented in comparison to the fall 1985 community college enrollments (2.3%), for this ethnic group.

HISPANICS

Hispanic persons are underrepresented in contract and regular faculty positions at 5.4% in comparison to their availability in the State population (17.2%), in comparison to their availability in the State labor force (18.7%), and in comparison to fall 1985 community college enrollments (13.8%).

Hispanic persons are underrepresented in temporary faculty positions at 5.1% in comparison to their availability in the State population (17.2%), in comparison to their availability in the State labor force (18.7%), and in comparison to fall 1985 community college enrollments (13.8%).

Hispanic persons are underrepresented in professional positions at 10.6% in comparison to their availability in the State population (17.2%), in comparison to their availability in the State labor force (18.7%), and in comparison to fall 1985 community college enrollments (13.8%).

Hispanic persons are underrepresented in certificated administrative positions at 8.4% in comparison to their availability in the State population (17.2%), in comparison to their availability in the State labor force (18.7%), and in comparison to fall 1985 community college enrollments (13.8%).

Hispanic persons are underrepresented in classified administrative positions at 7.9% in comparison to their availability in the State population (17.2%), in comparison to their availability in the State labor force (18.7%), and in comparison to fall 1985 community college enrollments (13.8%).

Hispanic persons are underrepresented in classified staff positions at 13.5% in comparison to their availability in the State population

(17.2%), are underrepresented in comparison to their availability in the State labor force (18.7%), and are underrepresented by a very small margin in comparison to fall 1985 community college enrollments (13.8%).

WOMEN

Women are underrepresented in contract and regular faculty positions at 35.7% in comparison to their availability in the State population (51.3%), in comparison to their availability in the State labor force (43.7%), and in comparison to the fall 1985 community college enrollments (56.1%) for this gender.

Women are underrepresented in temporary faculty positions at 41.8% in comparison to their availability in the State population (51.3%), in comparison to their availability in the State labor force (43.7%), and in comparison to the fall 1985 community college enrollments (56.1%) for this gender.

Women are barely above parity in professional positions at 51.7% in comparison to their availability in the State population (51.3%), are above parity in comparison to their availability in the State labor force (43.7%), and are underrepresented in comparison to the fall 1985 community college enrollments (56.1%) for this gender.

Women are very underrepresented in certificated administrative positions at 26.8% in comparison to their availability in the State population (51.3%), in comparison to their availability in the State labor force (43.7%), and in comparison to the fall 1985 community college enrollments (56.1%) for this gender.

Women are very underrepresented in classified administrative positions at 33.5% in comparison to their availability in the State population (51.3%), in comparison to their availability in the State labor force (43.7%), and in comparison to the fall 1985 community college enrollments (56.1%) for this gender.

VII. Systemwide Analysis of Full-Time Employees

The analysis for each of the seventy community college districts is found in Tables 2, 3 and 4 and follows the same approach taken in the analysis of the systemwide statistics.

Table 2 shows full-time male employees.

Table 3 shows full-time female employees.

Table 4 shows all full-time employees.

Also included are figures showing the two-year change between 1981 and 1983, the two-year change between 1983 and 1985, and the four-year change between 1981 and 1985. A negative number indicates a reduction of persons employed.

TABLE 2
CALIFORNIA COMMUNITY COLLEGES
FULL-TIME EMPLOYEES - SYSTEMWIDE REPORT

POSITION CATEGORY	MALE												
	TOTAL POSITIONS	TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/PAC. ISLANDER #	%	AMER. IND./ NATIVE #	%
EXEC/ADM/NGT													
1981	2517	1849	73.5	1481	58.8	144	5.7	156	6.2	52	2.1	16	0.6
1983	2336	1717	73.5	1352	57.9	142	6.1	154	6.6	57	2.4	12	0.5
1985	2194	1562	71.2	1197	54.6	139	6.3	152	6.9	59	2.7	15	0.7
DIFFERENCE: 81-83	-181	-132	0.0	-129	-0.9	-2	0.4	-2	0.4	5	0.3	-4	-0.1
83-85	-142	-155	-2.3	-155	-3.3	-3	0.2	-2	0.3	2	0.3	3	0.2
81-85	-323	-287	-2.3	-284	-4.2	-5	0.6	-4	0.7	7	0.6	-1	0.1
FACULTY													
1981	16091	10689	66.4	9409	58.5	411	2.6	549	3.4	255	1.6	65	0.4
1983	14692	9808	66.8	8625	58.7	373	2.5	501	3.4	248	1.7	61	0.4
1985	14217	9369	65.9	8191	57.6	364	2.6	499	3.5	254	1.8	61	0.4
DIFFERENCE: 81-83	-1399	-881	0.4	-784	0.2	-38	-0.1	-48	0.0	-7	0.1	-4	0.0
83-85	-475	-439	-0.9	-434	-1.1	-9	0.1	-2	0.1	6	0.1	0	0.0
81-85	-1874	-1320	-0.5	-1218	-0.9	-47	0.0	-50	0.1	-1	0.2	-4	0.0
PROF/NON-FACULTY													
1981	1134	563	49.6	398	35.1	40	3.5	63	5.6	60	5.3	2	0.2
1983	2111	1019	48.3	716	33.9	86	4.1	123	5.8	87	4.1	7	0.3
1985	2502	1186	47.4	806	32.2	123	4.9	160	6.4	90	3.6	7	0.3
DIFFERENCE: 81-83	977	456	-1.3	318	-1.2	46	0.6	60	0.2	27	-1.2	5	0.1
83-85	391	167	-0.9	90	-1.7	37	0.8	37	0.6	3	-0.5	0	0.0
81-85	1368	623	-2.2	408	-2.9	83	1.4	97	0.8	30	-1.7	5	0.1
SECTY/CLERICAL													
1981	7384	497	6.7	257	3.5	104	1.4	67	0.9	62	0.8	7	0.1
1983	6630	451	6.8	224	3.4	73	1.1	76	1.1	73	1.1	5	0.1
1985	6559	437	6.7	223	3.4	69	1.1	69	1.1	70	1.1	6	0.1
DIFFERENCE: 81-83	-754	-46	0.1	-33	-0.1	-31	-0.3	9	0.2	11	0.3	-2	0.0
83-85	-71	-14	-0.1	-1	0.0	-4	0.0	-7	0.0	-3	0.0	1	0.0
81-85	-825	-60	0.0	-34	-0.1	-35	-0.3	2	0.2	8	0.3	-1	0.0
TECH/PARAPROF													
1981	2846	1308	46.0	973	34.2	110	3.9	146	5.1	67	2.4	12	0.4
1983	2773	1301	46.9	973	35.1	106	3.8	141	5.1	71	2.6	10	0.4
1985	2863	1295	45.2	964	33.7	88	3.1	129	4.5	98	3.4	16	0.6
DIFFERENCE: 81-83	-75	-7	0.9	0	0.9	-4	-0.1	-5	0.0	4	0.2	-2	0.0
83-85	90	-6	-1.7	-9	-1.4	-18	-0.7	-12	-0.6	27	0.8	6	0.2
81-85	17	-13	-0.8	-9	-0.5	-22	-0.8	-17	-0.6	31	1.0	4	0.2
SKILLED CRAFTS													
1981	845	787	93.1	605	71.6	51	6.0	93	11.0	28	3.3	10	1.2
1983	812	745	91.7	566	69.7	45	5.5	86	10.6	35	4.3	13	1.6
1985	794	718	94.0	545	71.3	45	5.9	85	11.1	32	4.2	11	1.4
DIFFERENCE: 81-83	-33	-42	-1.4	-39	-1.9	-6	-0.5	-7	-0.4	7	1.0	3	0.4
83-85	-48	-27	-2.3	-21	-1.6	0	0.4	-1	0.5	-3	-0.1	-2	-0.2
81-85	-81	-69	0.9	-60	-0.3	-6	-0.1	-8	0.1	4	0.9	1	0.2
SERVICE/MAINT													
1981	4576	3040	79.5	1946	42.5	763	16.7	676	14.8	221	4.8	31	0.7
1983	3972	3217	81.1	1671	42.1	675	17.0	657	16.5	206	5.2	36	0.9
1985	3940	3212	81.5	1612	40.9	655	16.6	674	17.1	232	5.9	39	1.0
DIFFERENCE: 81-83	-604	-393	-2.2	-275	-0.4	-83	0.3	-19	1.7	-13	0.4	2	0.2
83-85	-32	-35	-0.2	-59	-1.2	-20	0.4	17	0.6	24	0.7	3	0.1
81-85	-636	-428	-2.0	-334	-1.6	-108	-0.1	-2	2.3	11	1.1	5	0.3

TABLE 3
CALIFORNIA COMMUNITY COLLEGES
FULL-TIME EMPLOYEES - SYSTEMWIDE REPORT

FEMALE											
POSITION CATEGORY	TOTAL POSITIONS	TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/PAC ISLANDER #	ALLR. IND. / AL. NATIVE #
EXEC/ADM/MGT											
1981	2517	668	26.5	506	20.1	84	3.3	39	1.5	32	1.3
1983	2336	619	26.5	477	20.4	73	3.1	35	1.5	28	1.2
1985	2194	632	28.8	494	22.5	72	3.3	28	1.3	31	1.4
DIFFERENCE: 81-83	-181	-49	0.0	-29	-0.3	-11	-0.2	-4	-0.0	-4	-0.1
83-85	-142	13	2.3	17	2.1	-1	0.2	-7	-0.2	3	0.2
81-85	-323	-36	2.3	-12	2.4	-12	0.0	-11	-0.2	-1	0.1
FACULTY											
1981	16091	5402	33.6	4446	27.6	395	2.5	234	1.8	249	1.5
1983	14692	4884	33.2	4057	27.6	315	2.1	250	1.7	232	1.6
1985	14217	4848	34.1	3954	27.8	345	2.4	261	1.8	254	1.8
DIFFERENCE: 81-83	-1399	-518	-0.4	-389	0.0	-80	-0.4	-34	-0.1	-17	0.1
83-85	-475	-36	0.9	-103	0.2	30	0.3	11	0.1	22	0.2
81-85	-1874	-554	0.5	-492	0.2	-50	-0.1	-23	0.0	5	0.3
PROF/NON-FACULTY											
1981	1134	571	50.4	412	36.3	48	4.2	42	3.7	68	6.0
1983	2111	1092	51.7	765	36.2	140	6.6	94	4.5	90	4.3
1985	2502	1316	52.6	940	37.6	158	6.3	108	4.5	104	4.2
DIFFERENCE: 81-83	977	521	1.3	353	-0.1	92	2.4	52	0.3	22	-1.7
83-85	391	224	0.9	175	1.4	18	-0.3	14	-0.2	14	-0.1
81-85	1368	745	2.2	528	1.3	110	2.1	66	0.6	36	-1.3
SECTY/CLERICAL											
1981	7324	6887	93.3	5016	67.9	652	8.8	725	9.8	448	6.1
1983	6650	6179	93.2	4378	66.0	622	9.4	684	10.3	456	6.9
1985	6559	6122	93.3	4312	65.7	587	8.9	700	10.7	458	7.0
DIFFERENCE: 81-83	-754	-708	-0.1	-638	-1.9	-30	0.6	-41	0.5	8	0.3
83-85	-71	-57	0.1	-66	0.3	-35	-0.5	16	0.4	2	0.1
81-85	-825	-765	0.0	-704	-2.2	-65	0.1	-25	0.9	10	0.9
TECH/PARAPROF											
1981	2846	1538	54.0	1203	42.3	86	3.0	144	5.1	94	3.3
1983	2773	1472	53.1	1125	40.6	86	3.1	145	5.2	107	3.9
1985	2865	1568	54.8	1202	42.0	76	2.7	160	5.6	116	4.1
DIFFERENCE: 81-83	-73	-66	-0.9	-78	-1.7	0	0.1	1	0.1	13	0.6
83-85	90	95	1.7	77	1.4	-10	-0.4	15	0.4	9	0.2
81-85	17	30	0.8	-1	-0.3	-10	-0.3	16	0.5	22	0.8
SKILLED CRAFTS											
1981	842	58	6.9	51	6.0	5	0.6	2	0.2	0	0.0
1983	812	57	8.3	57	7.0	4	0.5	4	0.5	0	0.0
1985	764	46	6.0	39	5.1	4	0.5	2	0.3	1	0.1
DIFFERENCE: 81-83	-33	7	1.4	6	1.0	-1	-0.1	2	0.3	2	0.2
83-85	-48	-21	-2.3	-18	-1.9	0	0.0	-2	-0.2	-1	-0.1
81-85	-81	-12	-0.9	-12	-0.9	-1	-0.1	0	0.1	1	0.1
SERVICE/MAINT											
1981	4576	956	20.5	606	13.2	201	4.4	97	2.1	29	0.4
1983	3972	725	18.3	446	11.2	144	3.1	84	2.1	23	0.6
1985	3960	728	18.5	451	11.4	151	3.8	83	2.0	25	0.6
DIFFERENCE: 81-83	-6	-21	-2.2	-160	-2.0	-37	-0.3	-13	0.0	3	0.2
83-85	-22	3	0.2	5	0.2	-13	-0.3	4	0.1	1	0.2
81-85	-130	-208	-2.0	-155	-1.8	-50	-0.6	-9	0.1	4	0.2
											11

TABLE 1
CALIFORNIA COMMUNITY COLLEGES
FULL-TIME EMPLOYEES - SYSTEMWIDE REPORT

TOTAL												
POSITION CATEGORY	TOTAL POSITIONS	TOTAL		WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/PAC. ISLANDER #	ASIAN/PAC. ISLANDER %	AMER. IND./AL. NATIVE #	AMER. IND./AL. NATIVE %
		#	%									
=====												
EXEC/ADM/MGT												
1981	2517	2517	100.0	78.9	228	9.1	195	7.7	84	3.3	23	0.9
1983	2336	2336	100.0	78.3	215	9.2	189	8.1	85	3.6	18	0.8
1985	2194	2194	100.0	77.1	211	9.6	180	8.2	90	4.1	22	1.0
DIFFERENCE: 81-83	-181	-181	0.0	-0.6	-13	0.1	-6	0.4	1	0.3	-5	-0.1
83-85	-142	-142	0.0	-1.2	-4	0.4	-9	0.1	5	0.5	4	0.2
81-85	-323	-323	0.0	-1.8	-17	0.5	-15	0.5	6	0.8	-1	0.1
FACULTY												
1981	16091	16091	100.0	86.1	806	5.0	833	5.2	504	3.1	93	0.6
1983	14692	14692	100.0	86.3	688	4.7	751	5.1	480	3.3	91	0.6
1985	14217	14217	100.0	85.4	709	5.0	760	5.3	508	3.6	95	0.7
DIFFERENCE: 81-83	-1399	-1399	0.0	-0.2	-118	-0.3	-82	-0.1	-24	0.2	-2	0.0
83-85	-475	-475	0.0	-0.9	21	0.3	9	0.2	28	0.3	4	0.1
81-85	-1874	-1874	0.0	-0.7	-97	0.0	-73	0.1	4	0.5	2	0.1
PROF/NON-FACULTY												
1981	1134	1134	100.0	71.4	88	7.8	105	9.3	128	11.3	3	0.3
1983	2111	2111	100.0	70.2	226	10.7	217	10.3	177	8.4	10	0.5
1985	2502	2502	100.0	69.8	281	11.2	268	10.7	194	7.8	13	0.5
DIFFERENCE: 81-83	977	977	0.0	-1.2	138	2.9	112	1.0	49	-2.9	7	0.2
83-85	391	391	0.0	-0.4	55	0.5	51	0.4	17	-0.6	3	0.0
81-85	1368	1368	0.0	-1.6	193	3.4	163	1.4	66	-3.5	10	0.2
SECTY/CLERICAL												
1981	7384	7384	100.0	71.4	756	10.2	792	10.7	510	6.9	53	0.7
1983	6630	6630	100.0	69.4	695	10.5	760	11.5	529	8.0	54	0.7
1985	6559	6559	100.0	69.1	656	10.0	769	11.7	528	8.1	71	1.1
DIFFERENCE: 81-83	-754	-754	0.0	-2.0	-61	0.3	-32	0.8	19	1.1	-9	0.0
83-85	-71	-71	0.0	-0.3	-39	-0.5	9	0.2	-1	0.1	27	0.4
81-85	-825	-825	0.0	-2.3	-100	-0.2	-23	1.0	18	1.2	18	0.4
TECH/PARAPROF												
1981	2846	2846	100.0	76.5	196	6.9	290	10.2	161	5.7	23	0.8
1983	2773	2773	100.0	75.7	192	6.9	286	10.3	178	6.4	19	0.7
1985	2863	2863	100.0	75.7	164	5.7	289	10.1	214	7.5	30	1.0
DIFFERENCE: 81-83	-73	-73	0.0	-0.8	-4	0.0	-4	0.1	17	0.7	-4	-0.1
83-85	90	90	0.0	0.0	-28	-1.2	3	-0.2	36	1.1	11	0.3
81-85	17	17	0.0	-0.8	-32	-1.2	-1	-0.1	53	1.8	7	0.2
SKILLED CRAFTS												
1981	845	845	100.0	77.6	56	6.6	95	11.2	38	3.3	10	1.2
1983	812	812	100.0	76.7	49	6.0	90	11.1	37	4.6	13	1.6
1985	764	764	100.0	76.4	49	6.4	87	11.4	33	4.3	11	1.4
DIFFERENCE: 81-83	-35	-35	0.0	-0.9	-7	-0.6	-5	-0.1	9	1.3	3	0.4
83-85	-48	-48	0.0	-0.3	0	0.4	-3	0.3	-4	-0.3	-2	-0.2
81-85	-81	-81	0.0	-1.2	-7	-0.2	-8	0.2	5	1.0	1	0.2
SERVICE/MAINT												
1981	4576	4576	100.0	55.8	964	21.1	773	16.9	241	5.3	46	1.0
1983	3972	3972	100.0	53.3	839	21.1	741	18.7	231	5.8	44	1.1
1985	3940	3940	100.0	52.4	806	20.5	762	19.3	256	6.5	53	1.3
DIFFERENCE: 81-83	-604	-604	0.0	-2.5	-125	-0.6	-32	-0.3	-10	0.5	-2	0.1
83-85	-32	-32	0.0	-0.9	-33	-0.6	21	0.5	25	0.7	9	0.2
81-85	-626	-626	0.0	-3.4	-158	-0.6	-11	2.4	15	1.2	7	0.3

Appendix A

Education Code Section 66903.1

The commission shall report to the Legislature and the Governor on March 1, 1986, and every two years thereafter until, and including, 1990, on the representation and utilization of ethnic minorities and women among academic, administrative, and other employees at the California State University, the University of California, and the public community colleges. To prepare this report, the commission shall collect data from each of these segments of public postsecondary education. The format for this data shall be the higher education staff information form required biennially from all institutions of higher education by the Federal Equal Employment Opportunity Commission, the collection of which is coordinated by the California Postsecondary Education Commission.

- (a) The higher education staff information form includes all the following types of data:
 - (1) The number of full-time employees by job categories, ethnicity, sex, and salary ranges.
 - (2) The number of full-time faculty by ethnicity, sex, rank, and tenure
 - (3) The number of part-time employees by job categories (including tenured, non-tenured or tenure track, and other nontenured academic employees), ethnicity, and sex.
 - (4) The number of full-time new hires by job categories (including tenured, non-tenured or tenure track and other nontenured academic employees), ethnicity, and sex.
- (b) In addition to the above, the segments shall submit to the commission all the following:
 - (1) Promotion and separation data for faculty and staff employees by ethnicity and sex for each of the two-year time periods beginning with 1977 to 1979
 - (2) Narrative evaluation examining patterns of underutilization of women and minority employees among different job categories compared with the availability of qualified women and minorities for different job categories
 - (3) Narrative evaluation examining specific results of affirmative action programs in reducing underutilization of women and minorities.
 - (4) Narrative evaluation of both strengths and inadequacies of current affirmative action programs, including inadequacies resulting from budgetary constraints
- (c) For purposes of this section, minorities and ethnic minorities shall include those persons defined as such by rules and regulations of the Federal Equal Employment Opportunity Commission.

This section shall remain in effect until January 1, 1991, and as of that date is repealed

Appendix B

University of California Data

California Postsecondary Education Commission Higher Education Staff Information (EEO-6) -- 1985

Summary Report by Segment

University of California (Excluding Laboratories)

Full-Time Staff by Occupational Activity and Salary Range Full-Time Faculty

	Male						Female					
	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
9-10 month contracts												
Below \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	1	-	-	-	-	-	1	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	33	14	-	-	4	-	16	16	-	1	1	-
\$25,000 - 29,999	270	134	122	7	21	1	119	119	2	5	8	2
\$30,000 and above	469	263	223	11	269	12	206	172	4	15	13	2
Total	5,129	4,421	3,922	88	130	13	708	618	27	28	31	4
	5,902	4,832	4,281	99	254	13	1,070	925	34	49	54	8
Less than 9-10 month contracts												
11-12 month contracts												
Below \$7,500	3	2	2	-	-	-	1	-	-	-	1	-
\$7,500 - 9,999	6	3	1	-	2	-	3	2	-	-	1	-
\$10,000 - 12,999	9	6	2	-	4	-	3	2	-	-	1	-
\$13,000 - 15,999	22	17	-	-	5	-	-	-	-	-	-	-
\$16,000 - 18,999	41	32	22	-	10	-	-	-	-	-	-	-
\$19,000 - 24,999	705	513	379	1	120	2	9	151	2	2	34	-
\$25,000 - 29,999	444	275	207	5	44	2	169	143	6	7	13	-
\$30,000 and above	5,601	4,301	3,809	37	339	8	1,300	1,112	45	26	113	4
Total	6,831	5,154	4,439	43	524	12	1,677	1,415	53	40	165	4
	12,733	9,986	8,720	142	818	25	2,747	2,340	87	89	219	12

All Other Full-Time Employees

	Male						Female					
	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
Executive/Admin/Managerial												
Below \$7,500	1	-	-	-	-	-	1	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	1	1	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	31	10	8	-	1	-	21	13	6	-	1	1
\$25,000 - 29,999	154	34	26	2	30	1	100	88	8	8	3	1
\$30,000 and above	1,868	1,130	922	65	39	4	738	618	58	25	31	6
Total	2,055	1,175	1,027	68	44	32	880	732	72	33	35	8

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985

Summary Report by Segment

University of California (Excluding Laboratories)

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Total	Male					Female						
		Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
Professional/Non-Faculty													
Below \$7,500	2	1	1	-	-	-	-	1	-	-	-	-	-
\$7,500 - 9,999	3	2	2	-	-	-	-	1	-	-	-	-	-
\$10,000 - 12,999	8	5	5	-	-	-	-	3	-	-	-	-	-
\$13,000 - 15,999	15	7	4	-	-	-	-	4	-	1	-	-	-
\$16,000 - 18,999	2,067	603	440	45	3	73	4	1,464	75	72	189	2	8
\$19,000 - 24,999	4,503	1,007	732	76	74	131	4	3,496	180	171	476	14	19
\$25,000 - 29,999	9,569	3,283	2,603	144	157	368	11	6,286	315	208	915	41	41
\$30,000 and above	16,175	4,912	3,791	265	275	562	19	11,263	571	451	1,582	19	19
Total													
Secretarial/Clerical													
Below \$5,000	1	-	-	-	-	-	-	1	-	-	-	-	-
\$5,000 - 7,499	2	-	-	-	-	-	-	2	-	-	-	-	-
\$7,500 - 9,999	4	-	-	-	-	-	-	4	-	-	-	-	-
\$10,000 - 12,999	13	4	2	-	1	1	-	9	4	4	-	-	-
\$13,000 - 15,999	1,105	202	116	29	29	26	2	903	116	143	77	14	14
\$16,000 and above	15,806	2,251	1,387	338	279	229	18	13,555	1,853	1,469	1,211	116	116
Total	16,931	2,457	1,505	367	309	256	20	14,474	1,975	1,613	1,289	130	130
Technical/Paraprofessional													
Below \$5,000	1	1	-	-	-	1	-	-	-	-	-	-	-
\$5,000 - 7,499	1	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	3	1	1	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	283	121	61	18	19	23	-	162	25	29	27	1	1
\$13,000 - 15,999	5,209	2,471	1,646	322	220	273	10	2,738	520	317	339	23	23
\$16,000 and above	5,498	2,595	1,709	340	239	297	10	2,903	545	346	367	24	24
Total													
Skilled Crafts													
Below \$5,000	-	2	1	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	1	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	5	4	3	1	-	-	-	1	-	-	-	-	-
\$16,000 and above	1,544	1,446	1,067	131	164	59	25	98	12	16	6	1	1
Total	1,552	1,452	1,071	133	164	59	25	100	12	16	6	1	1
Service/Maintenance													
Below \$3,000	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3,000 - 4,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 and above	4,882	3,247	1,158	976	723	357	33	1,635	633	353	179	8	8
Total	47,093	15,838	10,261	2,149	1,754	1,563	111	31,255	3,808	2,812	3,458	212	212

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985

Summary Report by Segment

University of California (Excluding Laboratories)

Full-Time Staff by Occupational Activity and Salary Range
Additional Information

	Total	Male					Female						
		Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
Exec/Adm/Mgr personnel with academic rank &/or tenure	259	223	208	6	6	3	-	36	31	-	-	4	1
Full-time staff paid in full from "soft money" sources	8,817	4,022	3,003	224	199	585	11	4,795	3,410	319	334	711	21
Foreign nationals	840	455	307	2	20	126	-	185	87	5	20	73	-

Full-Time Faculty by Rank and Tenure

Tenured	4,500	4,224	3,804	48	88	233	11	316	292	7	8	9
Professors	1,386	1,103	957	38	39	67	2	283	244	7	12	18
Associate Professors	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Professors	-	-	-	-	-	-	-	-	-	-	-	-
Instructors	119	74	58	3	5	7	1	45	38	-	2	4
Lecturers	-	-	-	-	-	-	-	-	-	-	-	-
Other Faculty	6,045	5,401	4,859	89	132	307	14	644	574	14	22	31
Total	-	-	-	-	-	-	-	-	-	-	-	-
Non-Tenured on Track	-	-	-	-	-	-	-	-	-	-	-	-
Professors	-	-	-	-	-	-	-	-	-	-	-	-
Associate Professors	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Professors	1,066	761	636	14	36	73	2	305	257	14	17	16
Instructors	-	-	-	-	-	-	-	-	-	-	-	-
Lecturers	-	-	-	-	-	-	-	-	-	-	-	-
Other Faculty	1,066	761	636	14	36	73	2	305	257	14	17	16
Total	-	-	-	-	-	-	-	-	-	-	-	-
Other	1,235	922	839	12	12	57	2	313	274	10	4	24
Professors	1,005	650	544	6	29	69	2	355	288	17	10	38
Associate Professors	1,162	80	970	8	40	141	3	474	390	11	16	55
Assistant Professors	111	80	69	1	1	9	-	31	21	2	2	6
Instructors	593	313	277	7	11	17	1	280	251	4	8	15
Lecturers	1,042	697	526	5	20	145	1	345	285	15	10	34
Other Faculty	5,622	3,824	3,225	39	113	438	9	1,798	1,509	59	50	172
Total	12,733	9,986	8,720	142	281	818	25	2,747	2,340	87	89	219
Total	-	-	-	-	-	-	-	-	-	-	-	-

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

University of California (Excluding Laboratories)

Full-Time Staff by Occupational Activity and Salary Range
Full-Time Faculty

	Total	Male					Female					Asian or Pacific Islander	Hispanic or Alaskan Native
		Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Amer- ican Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic			
9-10 month contracts													
\$30,000 and above	5,129	4,421	3,922	88	130	269	12	708	27	28	31	4	
\$30,000 - 34,999	746	509	423	18	33	31	4	237	15	12	14	3	
\$35,000 - 39,999	892	702	595	27	31	46	3	190	4	10	11	1	
\$40,000 - 44,999	596	499	436	17	16	38	2	97	5	2	1	-	
\$45,000 - 49,999	536	478	427	13	10	27	1	58	-	2	3	-	
\$50,000 and above	2,359	2,233	2,041	23	40	127	2	126	3	2	2	-	
11-12 month contracts													
\$30,000 and above	5,601	4,301	3,809	37	108	339	8	1,300	45	26	113	4	
\$30,000 - 34,999	1,091	733	595	9	37	90	2	358	13	14	35	2	
\$35,000 - 39,999	1,072	716	632	5	16	63	-	376	10	5	37	1	
\$40,000 - 44,999	515	355	310	3	10	31	1	160	9	2	15	-	
\$45,000 - 49,999	551	412	360	9	9	34	-	139	2	2	10	1	
\$50,000 and above	2,352	2,085	1,912	11	36	121	5	267	11	3	16	-	

All Other Full-Time Employees

	Total	Male					Female					Asian or Pacific Islander	Hispanic or Alaskan Native
		White (Non-Hispanic)	Black (Non-Hispanic)	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Hispanic	Hispanic		
Executive/Admin/Managerial													
\$30,000 and above	1,868	1,130	992	65	39	30	4	738	58	25	31	6	
\$30,000 - 34,999	293	82	62	11	4	5	-	211	20	10	5	-	
\$35,000 - 39,999	295	110	94	7	4	3	2	185	12	5	15	4	
\$40,000 - 44,999	210	107	93	7	4	2	1	103	5	5	3	-	
\$45,000 - 49,999	136	88	73	6	4	5	-	48	6	-	2	-	
\$50,000 and above	934	743	670	39	23	15	1	191	15	5	6	2	

California Postsecondary Education Commission
Higher Education Staff Information (EO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

University of California (Excluding Laboratories)

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Total	Male					Female						
		White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native		
Professional Non-Faculty													
\$30,000 and above	9,569	3,283	2,603	144	157	368	11	6,286	4,829	315	208	915	19
\$25,000 - \$34,999	4,468	1,196	912	65	79	136	4	3,272	2,470	165	130	503	4
\$20,000 - \$24,999	2,715	780	584	41	39	113	3	1,935	1,494	95	51	285	10
\$15,000 - \$19,999	1,248	572	464	19	27	59	3	676	544	38	15	74	5
\$10,000 - \$14,999	581	362	307	10	9	36	-	219	174	8	8	29	-
\$5,000 and above	557	373	336	9	3	24	1	184	147	9	4	24	-
Secretarial/Clerical													
\$16,000 and above	15,806	2,251	1,387	338	279	229	10	13,555	8,906	1,853	1,469	1,211	116
\$11,000 - \$15,999	5,197	773	484	121	84	73	11	4,424	2,814	634	559	378	39
\$6,000 - \$10,999	5,679	778	463	119	104	88	4	4,901	3,092	730	593	441	45
\$22,000 - \$24,999	3,196	423	266	65	47	43	2	2,773	1,933	330	224	262	24
\$25,000 - \$27,999	1,573	205	124	24	33	24	-	1,368	1,998	152	88	123	7
\$28,000 and above	161	72	50	9	11	1	1	89	69	7	5	7	1
Technical/Paraprofessional													
\$16,000 and above	5,209	2,471	1,646	322	220	273	10	2,738	1,539	520	317	339	23
\$11,000 - \$15,999	1,026	389	206	61	65	57	-	637	306	122	110	89	10
\$6,000 - \$10,999	1,420	503	268	111	57	65	2	917	489	190	126	106	6
\$22,000 - \$24,999	991	425	271	69	34	49	2	566	301	144	41	78	2
\$25,000 - \$27,999	631	315	227	36	22	28	2	316	220	35	22	36	3
\$28,000 and above	1,141	839	674	45	42	74	4	302	223	29	16	30	2
Skilled Crafts													
\$16,000 and above	1,544	1,446	1,067	131	164	59	25	98	63	12	16	6	1
\$11,000 - \$15,999	47	10	7	2	-	1	-	37	20	7	5	5	-
\$6,000 - \$10,999	42	33	22	6	5	-	-	9	6	-	2	-	1
\$22,000 - \$24,999	110	90	65	3	16	4	2	20	13	3	3	1	-
\$25,000 - \$27,999	349	341	228	39	50	13	11	8	7	-	-	-	-
\$28,000 and above	996	972	745	81	93	41	12	24	17	2	5	-	-
Service/Maintenance													
\$10,000 and above	4,882	3,247	1,158	976	723	357	33	1,635	462	633	353	179	8
\$5,000 - \$9,999	37	10	3	1	3	3	-	27	18	3	2	4	-
\$12,500 - \$14,999	238	99	23	33	30	13	-	139	44	35	41	18	1
\$15,000 - \$17,999	2,012	1,148	312	374	331	121	10	864	233	341	224	63	3
\$17,500 - \$19,999	1,053	718	212	238	135	126	16	335	81	136	47	68	1
\$20,000 and above	1,542	1,272	608	330	224	94	16	270	86	116	39	26	3

Appendix C

California State University Data

California Postsecondary Education Commission Higher Education Staff Information (EO-6) -- 1985 Summary Report by Segment

California State University

Full-Time Staff by Occupational Activity and Salary Range Full-Time Faculty

	Male					Female				
	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic
9-10 month contracts										
Below \$7,500	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	3	2	79	5	9	-	91	1	-	-
\$19,000 - 24,999	185	94	29	49	75	6	721	78	26	30
\$25,000 - 29,999	1,606	879	170	237	568	32	1,882	635	61	57
\$30,000 and above	9,586	7,704	200	291	652	38	2,701	1,665	89	128
Total	11,380	8,679	200	291	652	38	2,701	2,379	91	14
Less than 9-10 month contracts										
11-12 month contracts	89	60	53	1	2	4	29	23	1	4
Below \$7,500	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	5	4	3	1	1	-	1	-	-	-
\$25,000 - 29,999	357	295	1	4	7	3	62	2	3	3
\$30,000 and above	365	300	4	8	12	3	65	55	4	1
Total	11,834	9,039	205	301	668	41	2,795	2,459	96	14

All Other Full-Time Employees

	Male					Female				
	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic
Executive/Admin/Managerial										
Below \$7,500	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	147	88	36	12	7	2	59	1	10	7
\$25,000 - 29,999	237	84	8	11	4	1	153	40	6	6
\$30,000 and above	1,923	1,360	94	86	42	6	563	130	37	23
Total	2,308	1,532	138	109	53	9	776	633	53	7

California Postsecondary Education Commission
Higher Education Staff Information (HEO-6) -- 1985

Summary Report by Segment

California State University

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Total	Male					Female						
		Total	White (Non- Hispanic)	Black (Non- Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Total	White (Non- Hispanic)	Black (Non- Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
Professional Non-Faculty													
Below \$7,500	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	33	16	9	1	3	2	1	17	13	1	3	20	4
\$25,000 - 29,999	357	96	68	42	62	32	6	261	185	27	25	62	7
\$30,000 and above	1,128	388	246	66	57	55	3	740	558	46	32	55	5
Total	1,497	865	684	118	133	95	12	1,650	1,249	121	127	137	16
\$3,015	1,365	1,007											
Secretarial/Clerical													
Below \$5,000	2	-	-	-	-	-	-	2	2	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	4	-	-	-	-	-	-	4	3	1	-	-	1
\$13,000 - 15,999	428	25	17	1	3	4	-	403	282	42	50	28	1
\$16,000 and above	3,967	249	149	35	37	24	4	3,713	2,595	355	497	240	31
Total	4,401	274	166	36	40	28	4	4,127	2,882	398	547	268	32
Technical/Paraprofessional													
Below \$5,000	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	4	-	-	-	-	-	-	4	3	1	-	-	2
\$13,000 - 15,999	46	5	3	1	99	110	-	41	25	5	3	6	10
\$16,000 and above	2,687	1,290	994	80	99	111	7	1,397	1,025	117	130	115	12
Total	2,737	1,295	997	81	99	111	7	1,442	1,053	123	133	121	12
Skilled Crafts													
Below \$5,000	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 and above	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	826	818	567	78	114	51	8	8	6	1	1	-	-
Service/Maintenance													
Below \$3,000	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3,000 - 4,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 and above	1,988	1,482	633	309	356	165	19	506	224	160	82	38	2
Total	1,988	1,482	633	309	356	165	19	506	224	160	82	38	2
Total	15,275	6,766	4,593	760	851	503	59	8,509	6,047	856	926	611	69

California Postsecondary Education Commission
Higher Education Staff Information (HEO-6) -- 1985

Summary Report by Segment

California State University

Full-Time Staff by Occupational Activity and Salary Range
Additional Information

	Total	Male						Female					
		Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
Exec/Adm/Mgr personnel with academic rank &/or tenure	466	379	332	21	18	6	2	87	73	9	1	3	1
Full-time staff paid in full from "soft money" sources	284	111	71	20	13	5	2	173	126	13	20	12	2
Foreign nationals	456	315	138	15	34	128	-	141	70	3	30	38	-

Full-Time Faculty by Rank and Tenure

Tenured	7,209	6,019	5,344	108	149	394	24	1,190	1,074	32	29	52	3
Professors	1,616	1,116	937	45	64	64	6	500	432	22	21	20	5
Associate Professors	138	90	70	7	7	5	1	48	36	6	2	4	-
Assistant Professors	-	-	-	-	-	-	-	-	-	-	-	-	-
Instructors	-	-	-	-	-	-	-	-	-	-	-	-	-
Lecturers	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	8,963	7,225	6,351	160	220	463	31	1,738	1,542	60	52	76	8
Non-Tenured on Track													
Professors	188	161	140	2	5	14	-	27	23	-	1	3	-
Associate Professors	684	500	385	13	24	76	2	184	152	12	7	12	-
Assistant Professors	641	346	280	8	17	38	3	295	255	7	17	14	2
Instructors	3	1	-	1	-	-	-	2	1	-	1	-	-
Lecturers	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1,516	1,008	805	24	46	128	5	508	431	19	26	29	3
Other													
Professors	105	92	83	-	-	9	-	13	10	-	2	1	-
Associate Professors	343	240	198	7	7	26	2	103	93	2	2	6	-
Assistant Professors	659	357	288	10	20	36	3	302	273	6	8	13	2
Instructors	153	67	57	2	4	4	-	86	75	5	1	5	-
Lecturers	91	49	41	2	4	2	-	42	33	3	2	3	1
Other Faculty	4	1	1	-	-	-	-	3	2	1	-	-	-
Total	1,355	806	668	21	35	77	5	549	486	17	15	28	3
Total	11,834	9,039	7,824	205	301	668	41	2,795	2,459	96	93	133	14

California Postsecondary Education Commission
Higher Education Staff Information (EEQ-6) -- 1985

Summary Report by Segment

California State University

Part-Time and Temporary Staff by Occupational Activity

	Total	Total	Male			Female						
			White (Non-Hispanic)	Black (Non-Hispanic)	Asian or Pacific Islander	American Indian or Alaskan Native	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	
Exec/Admin/Managerial	21	9	1	1	1	-	12	11	-	-	-	-
Faculty	223	171	3	2	5	-	42	38	2	2	-	-
Tenured	11	7	-	-	1	-	3	3	-	-	-	-
Non Tenured on Track	8	142	14	11	384	22	2,983	2,552	90	155	17	1
Other	7,043	3,321	14	11	15	4	358	295	28	13	1	1
Professional Non-Faculty	1,853	295	11	12	13	1	1,303	1,039	67	99	91	7
Secretarial/Clerical	1,429	126	89	12	31	1	834	359	6	28	5	1
Technical/Paraprofessional	740	306	12	14	31	1	3	2	-	-	1	5
Skilled Crafts	26	23	-	12	7	6	36	22	6	6	-	-
Service Maintenance	133	97	19	12	7	34	174	22	199	301	31	31
Total	10,279	5,105	201	244	458	34	5,174	4,321	301	322	-	-

Full-Time Staff Hired between July 1 and September 30 by Occupational Activity

Exec/Admin/Managerial	56	36	30	3	2	1	-	20	17	2	1	-	-	-
Faculty	34	29	26	2	-	1	-	5	5	-	-	-	-	-
Tenured	318	207	166	2	13	23	-	111	88	4	10	-	8	1
Non-Tenured on Track	230	230	198	4	6	22	-	132	120	5	1	-	4	2
Other	362	67	49	7	5	4	2	70	53	5	26	-	7	-
Professional Non-Faculty	137	16	10	-	2	4	-	215	151	20	5	-	16	2
Secretarial/Clerical	231	32	22	2	1	6	1	33	24	2	2	-	4	1
Technical/Paraprofessional	65	32	22	2	1	3	1	-	-	-	-	-	-	-
Skilled Crafts	24	24	15	1	4	3	-	16	7	3	3	-	2	1
Service Maintenance	59	43	21	9	10	3	-	602	465	41	48	-	41	7
Total	1,286	684	537	31	43	67	6	602	465	41	48	-	41	-

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

California State University

Full-Time Staff by Occupational Activity and Salary Range
Full-Time Faculty

	Total	Male					Female				
		White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
9-10 month contracts											
\$30,000 and above	9,586	7,704	6,697	170	237	568	32	1,882	1,665	57	92
\$30,000 - 34,999	970	601	466	24	42	62	7	369	320	15	18
\$35,000 - 39,999	2,041	1,519	1,271	55	65	121	7	522	443	21	32
\$40,000 - 44,999	5,594	4,848	4,156	83	120	271	18	946	852	21	38
\$45,000 - 49,999	976	932	800	8	10	114	-	44	39	-	4
\$50,000 and above	5	4	4	-	-	-	-	1	1	-	-
11-12 month contracts											
\$30,000 and above	357	295	269	4	7	12	3	62	55	3	1
\$30,000 - 34,999	12	11	8	-	1	1	1	1	1	-	-
\$35,000 - 39,999	29	21	17	2	1	-	1	8	6	1	-
\$40,000 - 44,999	55	43	41	-	2	-	-	12	9	1	-
\$45,000 - 49,999	38	28	26	-	3	9	1	10	9	-	-
\$50,000 and above	223	192	177	2	-	-	-	31	30	1	-

All Other Full-Time Employees

	Total	Male					Female				
		White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
Executive/Admin/Managerial											
\$30,000 and above	1,923	1,360	1,132	94	86	42	6	563	462	23	35
\$30,000 - 34,999	312	167	126	16	15	9	1	145	107	9	14
\$35,000 - 39,999	314	189	150	19	15	3	2	125	100	8	2
\$40,000 - 44,999	279	180	152	13	9	6	-	89	83	4	8
\$45,000 - 49,999	212	149	120	12	11	18	-	63	55	1	-
\$50,000 and above	806	675	584	34	36	-	3	131	117	1	1

California Postsecondary Education Commission
Higher Education Staff Information (HEO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

California State University

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Total	Male					Female					Asian or Pacific Islander	American Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
		Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic									
Professional Non-Faculty																			
\$30,000 and above	1,497	865	684	66	57	55	493	45	34	55			632						5
\$25,000 - \$30,000	735	368	268	32	37	30	272	34	27	32			367						2
\$20,000 - \$25,000	305	167	142	7	7	10	114	5	4	14			138						1
\$15,000 - \$20,000	315	217	187	15	8	7	98	3	2	7			98						2
\$10,000 - \$15,000	20	16	11	3	1	1	4						4						
\$5,000 and above	122	97	76	9	4	7	19	3	1	2			25						
Secretarial/Clerical																			
\$16,000 and above	3,967	249	149	35	37	24	259	35	497	239			3,718						31
\$12,000 - \$16,000	1,429	98	60	10	16	11	85	137	204	90			1,321						15
\$10,000 - \$12,000	1,729	126	73	24	18	9	127	151	225	90			1,083						10
\$8,000 - \$10,000	764	25	16	1	3	4	58	65	63	57			799						6
\$25,000 - \$27,999	27						22	2		1			27						
\$20,000 and above	18						14						18						
Technical/Paraprofessional																			
\$16,000 and above	2,687	1,290	994	80	101	108	1,025	117	130	115			1,397						10
\$12,000 - \$16,000	265	77	46	10	8	11	134	21	20	11			188						2
\$10,000 - \$12,000	557	155	91	19	25	19	272	51	41	34			402						4
\$8,000 - \$10,000	660	206	143	24	26	12	331	31	49	41			454						2
\$25,000 - \$27,999	605	306	236	19	19	31	239	13	19	26			299						2
\$20,000 and above	600	546	478	8	23	35	49	1	1	3			54						
Skilled Crafts																			
\$16,000 and above	820	818	567	78	114	51	6	1	1				8						
\$12,000 - \$16,000																			
\$10,000 - \$12,000	36	34	21	4	7	1	2						2						
\$8,000 - \$10,000	164	160	100	19	25	15	4						4						
\$6,000 - \$8,000	284	282	189	26	41	25	2	1					2						
\$28,000 and above	342	342	257	29	41	10													
Service/Maintenance																			
\$10,000 and above	1,988	1,482	633	309	356	165	224	160	82	38			506						2
\$8,000 - \$10,000	39	32	13	3	9	4	3	1	2	1			7						
\$12,500 - \$14,999		33																	
\$15,000 - \$17,499	330	215	91	52	44	24	52	29	25				115						
\$17,500 - \$19,999	1,138	819	306	196	202	107	124	120	49	9			319						1
\$20,000 and above	411	383	216	55	82	26	41	9	4	3			58						

Appendix D

California Community Colleges Data

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985

Summary Report by Segment

California Community Colleges

Full-Time Staff by Occupational Activity and Salary Range

	Male						Female				Asian or Pacific Islander	American Indian or Alaskan Native
	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander		
9-10 month contracts												
Below \$7,500	33	15	14	-	1	-	18	18	-	-	-	-
\$7,500 - 9,999	2	-	-	-	-	-	2	2	-	-	-	-
\$10,000 - 12,999	10	4	4	-	-	-	6	4	-	-	-	-
\$13,000 - 15,999	16	5	-	-	-	-	11	9	1	-	-	-
\$16,000 - 18,999	44	14	-	-	1	-	30	25	2	-	-	-
\$19,000 - 24,999	420	191	161	9	12	1	229	183	15	17	13	1
\$25,000 - 29,999	1,167	594	36	37	20	4	479	26	30	32	32	6
\$30,000 and above	11,626	8,035	497	403	213	50	3,591	2,946	181	190	190	23
Total	13,318	8,858	7,759	450	247	55	4,460	3,666	234	237	237	30
less than 9-10 month contracts												
Below \$7,500	56	31	28	1	2	-	25	22	1	2	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	3	3	-	-	-	-	3	3	-	-	-	-
\$25,000 - 29,999	23	4	2	1	10	1	19	17	1	-	-	-
\$30,000 and above	411	281	230	29	10	2	130	104	5	11	-	3
Total	446	288	235	30	10	3	158	130	8	11	-	3
Total	13,820	9,177	8,022	482	257	58	4,643	3,818	243	250	-	33

All Other Full-Time Employees

	Male						Female				Asian or Pacific Islander	American Indian or Alaskan Native
	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander		
Executive/Admin /Managerial												
Below \$7,500	1	1	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	2	2	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	1	1	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	4	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	7	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	52	11	6	7	1	-	27	6	2	1	-	1
\$25,000 - 29,999	104	38	8	5	3	-	50	42	6	-	-	5
\$30,000 and above	2,053	1,163	126	141	54	15	554	429	64	30	-	1
Total	2,224	1,216	140	153	59	15	641	502	72	31	-	7

California Postsecondary Education Commission
Higher Education Staff Information (EO-6) -- 1985

Summary Report by Segment

California Community Colleges

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Male										Female					Total	Asian or Pacific Islander	Hispanic	Black or Hispanic	American Indian or Alaskan Native
	Total	White (Non- Hispanic)	Black (Non- Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Total	White (Non- Hispanic)	Black (Non- Hispanic)	Hispanic	Black (Non- Hispanic)	White (Non- Hispanic)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native					
Professional Non-Faculty																				
Below \$7,500	3	1	-	-	1	-	2	2	2	-	-	2	-	-	-	-	-	-	-	-
\$7,500 - 9,999	3	2	-	-	-	-	3	3	3	-	-	3	-	-	-	-	-	-	-	-
\$10,000 - 12,999	10	5	-	-	-	-	18	18	18	-	-	18	-	-	-	-	-	-	-	-
\$13,000 - 15,999	23	12	-	-	3	-	57	42	42	-	-	15	-	-	-	-	-	-	-	-
\$16,000 - 18,999	78	31	-	-	2	-	182	126	126	-	-	56	-	-	-	-	-	-	-	-
\$19,000 - 24,999	262	80	-	-	14	-	261	187	187	-	-	74	-	-	-	-	-	-	-	-
\$25,000 - 29,999	394	133	-	-	20	-	798	570	570	-	-	226	-	-	-	-	-	-	-	-
\$30,000 and above	1,752	954	-	-	62	-	1,329	951	951	-	-	388	-	-	-	-	-	-	-	-
Total	2,525	1,196	815	123	90	7	4,329	3,165	3,165	708	1,051	1,329	1,051	105	6					
Secretarial/Clerical																				
Below \$5,000	6	2	-	-	-	-	4	2	2	-	-	2	-	-	-	-	-	-	-	-
\$5,000 - 7,499	26	4	-	-	-	-	22	15	15	-	-	7	-	-	-	-	-	-	-	-
\$7,500 - 9,999	58	4	-	-	-	-	54	36	36	-	-	18	-	-	-	-	-	-	-	-
\$10,000 - 12,999	314	17	-	-	1	-	297	191	191	-	-	106	-	-	-	-	-	-	-	-
\$13,000 - 15,999	1,447	96	-	-	15	-	1,351	963	963	-	-	385	-	-	-	-	-	-	-	-
\$16,000 and above	4,784	318	-	-	50	-	4,466	3,165	3,165	-	-	1,329	-	-	-	-	-	-	-	-
Total	6,635	441	226	69	70	6	6,194	4,373	4,373	708	1,051	1,329	1,051	105	6					
Technical/Paraprofessional																				
Below \$5,000	3	1	-	-	-	-	2	2	2	-	-	2	-	-	-	-	-	-	-	-
\$5,000 - 7,499	18	7	-	-	-	-	11	8	8	-	-	3	-	-	-	-	-	-	-	-
\$7,500 - 9,999	31	4	-	-	-	-	24	17	17	-	-	7	-	-	-	-	-	-	-	-
\$10,000 - 12,999	124	38	-	-	2	-	86	66	66	-	-	20	-	-	-	-	-	-	-	-
\$13,000 - 15,999	304	103	-	-	8	-	201	153	153	-	-	63	-	-	-	-	-	-	-	-
\$16,000 and above	2,408	1,142	-	-	89	-	1,266	972	972	-	-	388	-	-	-	-	-	-	-	-
Total	2,888	1,298	966	88	98	16	1,590	1,216	1,216	167	222	1,216	167	116	14					
Skilled Crafts																				
Below \$5,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5,000 - 7,499	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	2	5	-	-	-	-	2	2	2	-	-	2	-	-	-	-	-	-	-	-
\$13,000 - 15,999	7	14	-	-	3	-	9	7	7	-	-	3	-	-	-	-	-	-	-	-
\$16,000 and above	746	713	-	-	82	-	466	339	339	-	-	139	-	-	-	-	-	-	-	-
Total	778	732	559	45	85	11	466	339	339	4	4	466	4	1	1					
Service/Maintenance																				
Below \$3,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3,000 - 4,999	1	-	-	-	-	-	1	1	1	-	-	1	-	-	-	-	-	-	-	-
\$5,000 - 7,499	6	-	-	-	-	-	6	6	6	-	-	6	-	-	-	-	-	-	-	-
\$7,500 - 9,999	61	12	-	-	2	-	49	37	37	-	-	149	-	-	-	-	-	-	-	-
\$10,000 and above	3,896	3,223	-	-	675	-	673	410	410	-	-	151	-	-	-	-	-	-	-	-
Total	3,964	3,235	1,630	655	677	233	729	452	452	80	1,051	1,051	80	24	14					
Total	19,014	8,485	5,412	1,120	1,276	582	10,529	7,533	7,533	1,103	1,051	1,103	1,051	736	106					

Full-Time Staff by Occupational Activity and Salary Range

Exec/Adm/Mgr personnel with
academic rank &/or tenure
Full-time staff paid in full
from "soft money" sources
foreign nationals

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California Postsecondary Education Commission
Higher Education Staff Information (FEO-6) -- 1985

Summary Report by Segment

California Community Colleges

Part-Time and Temporary Staff by Occupational Activity

	Total	Male					Female					Asian or Pacific Islander	American Indian or Alaskan Native
		Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	American Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander		
Exec/Admin/Managerial Faculty 23/913	64	39	37	-	2	-	25	20	2	1	-	-	2
Tenured	467	288	255	8	14	7	179	151	13	10	5	-	-
Non-Tenured on Track	638	383	308	39	22	8	255	198	34	12	10	-	-
Other	22,808	13,306	11,584	460	688	91	9,502	8,306	313	434	395	-	1
Professional Non-Faculty	1,773	305	238	23	25	17	468	351	35	46	36	-	54
Secretarial/Clerical	1,431	156	84	17	18	36	275	206	25	35	36	-	-
Technical/Paraprofessional	1,695	591	439	28	60	59	1,275	949	73	141	77	-	35
Skilled Crafts	53	30	20	3	3	4	1,104	867	32	110	82	-	13
Service Maintenance	571	212	139	30	30	11	23	13	2	7	-	-	1
Total	28,500	15,310	13,104	608	862	111	359	246	37	52	12	-	12
							13,190	11,101	541	813	617	-	118

Full-Time Staff Hired between July 1 and September 30 by Occupational Activity

	Total	Male					Female					Asian or Pacific Islander	American Indian or Alaskan Native
		Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	American Indian or Alaskan Native	Total	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian or Pacific Islander		
Exec/Admin/Managerial Faculty	135	85	58	9	11	7	50	41	4	4	-	-	-
Tenured	34	16	12	-	2	-	18	16	1	-	-	-	-
Non-Tenured on Track	417	225	189	15	8	1	192	161	10	8	1	-	2
Other	65	26	24	2	-	-	39	34	2	2	1	-	-
Professional Non-Faculty	132	44	28	2	9	-	68	58	12	9	6	-	1
Secretarial/Clerical	649	61	31	8	9	1	508	435	39	67	42	-	5
Technical/Paraprofessional	326	153	111	8	12	1	173	134	7	15	15	-	2
Skilled Crafts	56	49	38	1	6	4	7	5	1	1	-	-	-
Service Maintenance	367	309	168	49	58	4	58	42	6	8	-	-	-
Total	2,181	968	659	94	115	93	1,213	926	84	114	79	-	10

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

California Community Colleges

Full-Time Staff by Occupational Activity and Salary Range
Full-Time Faculty

	Male				Female			
	Total	White (Non- Hispanic)	Black (Non- Hispanic)	Asian or Pacific Islander	Amer- Indian or Alaskan Native	White (Non- Hispanic)	Black (Non- Hispanic)	Asian or Pacific Islander
9-10 month contracts								
\$30,000 and above	11,624	8,035	7,066	401	215	2,944	251	190
\$30,000 - 34,999	2,808	1,713	1,430	121	58	883	94	53
\$35,000 - 39,999	5,392	3,772	3,348	175	93	1,095	116	108
\$40,000 - 44,999	3,066	2,263	2,021	96	59	1,290	139	22
\$45,000 - 49,999	2,289	1,599	1,411	77	41	709	81	7
\$50,000 and above	69	59	56	2	1	53	1	-
11-12 month contracts								
\$30,000 and above	411	281	230	29	10	104	5	11
\$30,000 - 34,999	82	49	38	7	2	29	-	2
\$35,000 - 39,999	155	101	80	10	5	40	4	5
\$40,000 - 44,999	102	76	67	4	3	20	1	3
\$45,000 - 49,999	46	34	27	6	-	10	-	1
\$50,000 and above	26	21	18	2	1	5	-	-

All Other Full-Time Employees

	Male				Female			
	Total	White (Non- Hispanic)	Black (Non- Hispanic)	Asian or Pacific Islander	Amer- Indian or Alaskan Native	White (Non- Hispanic)	Black (Non- Hispanic)	Asian or Pacific Islander
Executive/Admin/Managerial								
\$30,000 and above	2,037	1,486	1,151	140	54	427	64	30
\$30,000 - 34,999	128	74	52	10	3	44	5	2
\$35,000 - 39,999	178	105	86	8	2	63	12	3
\$40,000 - 44,999	272	185	146	18	7	69	14	1
\$45,000 - 49,999	425	317	242	38	13	81	6	1
\$50,000 and above	1,034	805	625	66	29	171	33	16

California Postsecondary Education Commission
Higher Education Staff Information (EEO-6) -- 1985
(CPEC Supplement)

Summary Report by Segment

California Community Colleges

Full-Time Staff by Occupational Activity and Salary Range
All Other Full-Time Employees

	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native	Total	White (Non- His- panic)	Black (Non- His- panic)	His- panic	Asian or Pacific Island- er	Amer- ican Indian or Alaskan Native
Professional Non-Faculty												
\$30,000 and above	1,752	954	672	95	121	62	4	798	570	94	61	67
\$30,000 - \$34,999	462	178	114	20	22	22	-	284	202	29	24	28
\$35,000 - \$39,999	577	297	205	34	37	19	2	280	198	35	21	24
\$40,000 - \$44,999	481	324	243	29	38	13	1	157	118	18	9	10
\$45,000 - \$49,999	162	103	77	8	14	4	-	59	41	7	5	5
\$50,000 and above	70	52	33	4	10	4	1	18	11	5	2	-
Secretarial/Clerical												
\$16,000 and above	4,748	316	168	42	50	51	5	4,432	3,132	424	467	377
\$16,000 - \$18,999	2,411	162	83	23	31	24	1	2,219	1,501	272	274	182
\$19,000 - \$21,999	1,494	90	43	12	14	18	3	1,404	1,015	166	134	144
\$22,000 - \$24,999	542	28	17	3	4	4	-	514	407	26	41	35
\$25,000 - \$27,999	202	21	12	4	1	4	-	181	144	13	10	13
\$28,000 and above	99	15	13	-	-	1	1	84	65	7	8	3
Technical/Paraprofessional												
\$16,000 and above	2,335	1,103	828	68	111	86	10	1,232	950	61	117	93
\$16,000 - \$18,999	535	212	153	14	29	15	1	323	247	21	35	16
\$19,000 - \$21,999	683	284	204	18	31	26	5	399	303	21	42	29
\$22,000 - \$24,999	488	226	171	13	25	16	1	262	202	14	20	23
\$25,000 - \$27,999	271	148	119	8	9	10	2	123	103	3	7	10
\$28,000 and above	358	233	181	15	17	19	1	125	95	2	13	15
Skilled Crafts												
\$16,000 and above	730	697	533	42	82	31	9	33	28	3	1	1
\$16,000 - \$18,999	80	52	34	4	7	5	2	48	11	1	-	-
\$19,000 - \$21,999	155	141	106	9	17	7	2	14	5	2	-	-
\$22,000 - \$24,999	158	152	121	10	14	3	4	6	2	-	-	-
\$25,000 - \$27,999	124	122	95	3	20	4	-	2	3	-	-	-
\$28,000 and above	233	230	177	16	24	12	1	3	3	-	-	-
Service/Maintenance												
\$10,000 and above	3,888	3,215	1,616	653	680	226	40	673	410	149	80	23
\$10,000 - \$12,499	161	46	18	13	12	2	1	115	75	10	19	5
\$12,500 - \$14,999	348	205	93	37	57	13	5	143	91	26	21	3
\$15,000 - \$17,499	1,115	926	404	230	230	46	12	189	98	72	13	5
\$17,500 - \$19,999	927	821	416	148	187	61	19	106	58	25	18	5
\$20,000 and above	1,337	1,217	605	221	194	104	13	120	88	16	9	5

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

THE California Postsecondary Education Commission is a citizen board established in 1974 by the Legislature and Governor to coordinate the efforts of California's colleges and universities and to provide independent, non-partisan policy analysis and recommendations to the Governor and Legislature

Members of the Commission

The Commission consists of 17 members. Nine represent the general public, with three each appointed for six-year terms by the Governor, the Senate Rules Committee, and the Speaker of the Assembly. Six others represent the major segments of postsecondary education in California. Two student members are appointed by the Governor.

As of January 1994, the Commissioners representing the general public are

Henry Der, San Francisco, *Chair*
C. Thomas Dean, Long Beach, *Vice Chair*
Elaine Alquist, Santa Clara
Muriel Andelson, Los Angeles
Helen Z. Hansen, Long Beach
Guillermo Rodriguez, Jr., San Francisco
Melinda G. Wilson, Torrance
Linda J. Wong, Los Angeles
Ellen Wright, San Jose

Representatives of the segments are

Alice J. Gonzales, Rocklin, appointed by the Regents of the University of California,
Yvonne W. Larsen, San Diego, appointed by the California State Board of Education,
Alice Petrossian, Glendale, appointed by the Board of Governors of the California Community Colleges,
Ted J. Saenger, San Francisco, appointed by the Trustees of the California State University,
Kyhl Smeby, Pasadena, appointed by the Governor to represent California's independent colleges and universities, and
Frank R. Martinez, San Luis Obispo, alternate appointed by the Council for Private Postsecondary and Vocational Education

The student representatives are

Christopher A. Lowe, Placentia
Beverly A. Sandeen, Costa Mesa

Functions of the Commission

The Commission is charged by the Legislature and Governor to "assure the effective utilization of public postsecondary education resources, thereby eliminating waste and unnecessary duplication, and to promote diversity, innovation, and responsiveness to student and societal needs."

To this end, the Commission conducts independent reviews of matters affecting the 2,600 institutions of postsecondary education in California, including community colleges, four-year colleges, universities, and professional and occupational schools.

As an advisory body to the Legislature and Governor, the Commission does not govern or administer any institutions, nor does it approve, authorize, or accredit any of them. Instead, it performs its specific duties of planning, evaluation, and coordination by cooperating with other State agencies and non-governmental groups that perform those other governing, administrative, and assessment functions.

Operation of the Commission

The Commission holds regular meetings throughout the year at which it debates and takes action on staff studies and takes positions on proposed legislation affecting education beyond the high school in California. By law, its meetings are open to the public. Requests to speak at a meeting may be made by writing the Commission in advance or by submitting a request before the start of the meeting.

The Commission's day-to-day work is carried out by its staff in Sacramento, under the guidance of its executive director, Warren Halsey Fox, Ph.D., who is appointed by the Commission.

Further information about the Commission and its publications may be obtained from the Commission offices at 1303 J Street, Suite 500, Sacramento, California 95814-2938, telephone (916) 445-7933.

Women and Minorities in California Public Postsecondary Education

California Postsecondary Education Commission Report 87-2

ONE of a series of reports published by the Commission as part of its planning and coordinating responsibilities. Additional copies may be obtained without charge from the Publications Office, California Postsecondary Education Commission, Third Floor, 1020 Twelfth Street, Sacramento, California 95814-3985

(Published for the Committee by the California Postsecondary Education Commission, December 1986)

Other recent reports of the Commission include

86-30 Conflicts in State Policies Governing Undergraduate Enrollment at California's Public Universities. An Analysis in Response to Language in the Supplemental Report of the 1985 Budget Act (December 1986)

86-31 Student Financial Aid in California. To Close the Widening Gyre (December 1986)

86-32 Effects of the Mandatory Statewide Fee on California Community College Enrollments. A Staff Report to the California Postsecondary Education Commission (December 1986)

86-33 Retention of Students in Engineering. A Report to the Legislature in Response to Senate Concurrent Resolution 16 (1985) (December 1986)

86-34 Evaluation of the California Mathematics Project. A Report to the Legislature in Response to Senate Bill 424 (Chapter 196 of the Statutes of 1986) (December 1986)

86-35 Health Sciences Education in California, 1985-86. The Fourth in a Series of Biennial Reports to the Governor and Legislature in Response to Assembly Bill 1748 (Chapter 600, Statutes of 1976) (December 1986)

86-36 1986 Reauthorization of the Federal Higher Education Act of 1965. A Staff Report to the California Postsecondary Education Commission (December 1986)

86-37 The State Appropriations Limit. The "Gann Ceiling." A Presentation to the California Postsecondary Education Commission by Kevin Gerard Woolfork and Suzanne Ness (December 1986)

86-38 Expanding Educational Opportunities for Students with Disabilities. A Report to the Governor and Legislature by the Intersegmental Planning Committee on Assembly Concurrent Resolution 3

87-1 Statewide Fees in the California Community Colleges. A Report to the Governor and the Legislature in Response to Assembly Bill 1XX (1984) (February 1987)

87-3 Issues Related to Funding of Research at the University of California. A Report to the Legislature in Response to Supplemental Language in the 1985 Budget Act (February 1987)

87-4 The California State University's South Orange County Satellite Center. A Report to the Governor and Legislature in Response to a Request from the California State University for Funds to Operate an Off-Campus Center in Irvine (February 1987)

87-5 Proposed Construction of San Diego State University's North County Center. A Report to the Governor and Legislature in Response to a Request for Capital Funds from the California State University to Build a Permanent Off-Campus Center of San Diego State University in San Marcos (February 1987)

87-6 Interim Evaluation of the California Student Opportunity and Access Program (Cal-SOAP). A Report with Recommendations to the California Student Aid Commission (February 1987)

87-7 Conversations About Financial Aid. Statements and Discussion at a Commission Symposium on Major Issues and Trends in Postsecondary Student Aid (February 1987)

87-8 California Postsecondary Education Commission News, Number 2 [The second issue of the Commission's periodic newsletter] (February 1987)

87-9 Expanding Educational Equity in California's Schools and Colleges. A Review of Existing and Proposed Programs, 1986-87. A Report to the California Postsecondary Education Commission by Juan C. Gonzalez and Sylvia Hurtado of the Higher Education Research Institute, UCLA, January 20, 1987 (February 1987)

87-10 The 1987-88 Governor's Budget. A Staff Report to the California Postsecondary Education Commission by Suzanne Ness and Kevin Gerard Woolfork (February 1987)